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AUTHOR	Spalter-Roth, Roberta M.
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ABSTRACT

This report describes the programs of 440 organizations that constitute the "First Honor Roll Class" by virtue of having initiated innovative and effective programs and policies to improve the lives of working women. The models described in the report represent a cross-section of the Honor Roll. These programs and initiatives are divided into four categories: improving pay and provide health and pension benefits; promoting a family-friendly workplace; valuing women by preventing discrimination and providing training and career advancement; and having multiple goals. Following an introduction and description of the Honor Roll program, the report is divided into three sections that address the three main areas of concern that the models address. The section on pay and benefits reports that women believed pay and benefits should result in economic security and that improving pay scales and health insurance were two of their top priorities for workplace change. The section on balancing work and family reports that women felt finding affordable child care remained a problem and that paid sick leave, vacation time, and family leave were insufficient to meet family needs. The section on respect and opportunity on the job reports women said they experienced discrimination and wanted more on-the-job training and a greater change for career advancement. Appendix I presents more models in each category. Appendix II lists all members of the "First Honor Roll Class" and Partners for Change. Address, contact name/number, organization type, and program name are provided. (YLB)

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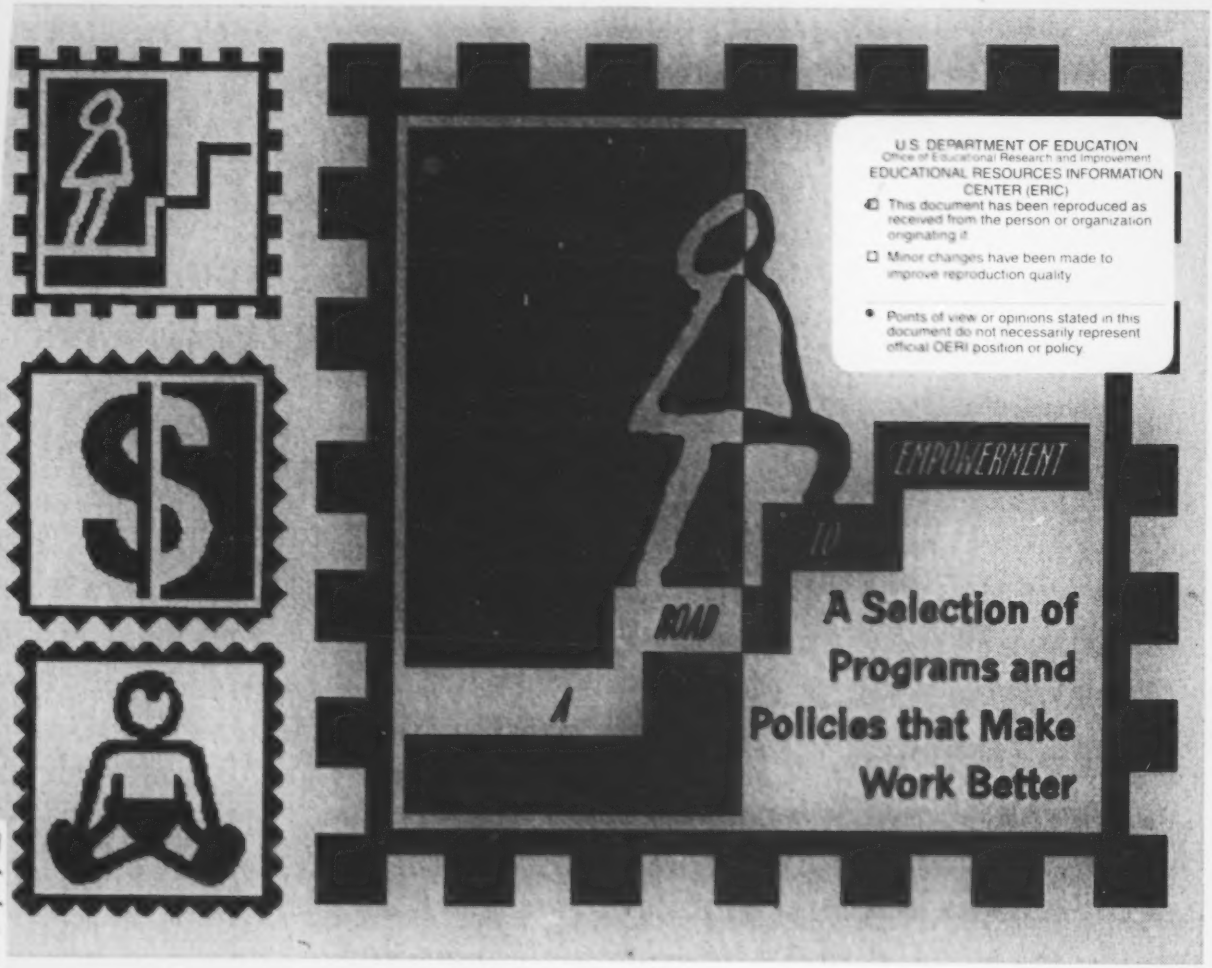
W H A T W O R K S !

THE WORKING WOMEN COUNT HONOR ROLL REPORT

ED 409 488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A
A Selection of Programs and Policies that Make Work Better

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W H A T W O R K S !

THE WORKING WOMEN COUNT HONOR ROLL REPORT

A Selection of Programs and Policies That Make Work Better

U.S. Department of Labor
Robert B. Reich, Secretary

Women's Bureau
Ida L. Castro

1996

FOREWORD

The Women's Bureau joins with working women and employers across the country in the release of the ***Working Women Count Honor Roll Report***. This report is the culmination of the Women's Bureau's effort to be responsive to working women's needs as reflected in the unprecedented *Working Women Count! Survey*. Nearly a quarter of a million women told us that they demanded improvement in three specific areas: pay and benefits, family-friendly workplaces, and respect and opportunity on the job.

The Working Women Count Honor Roll Report is our first installment in this effort to respond to what women want and need on the job. This report should be used as a tool by both women and employers to make work better for women and their families. Our findings show that we have made important strides in addressing women's deepest fears that without economic security, family-friendly workplaces, and career advances, they will not be able to support and care for their families.

The *Honor Roll Report* highlights what partnership is all about. As you will see, the "First Honor Roll Class" consists of more than 440 of 1,300 large and small businesses, state and local governments, nonprofits and unions nationwide who have responded in cooperative, concrete, and innovative ways to achieve substantial change in the lives of over 2 million women. That is a lot to be proud of!

Working women are not the only ones who have benefitted. Employers have also told us what works. Improved employee morale, increased productivity, and heightened creativity are just a few of the benefits they have reaped — for the bottom line — as they step into the workplace of the future.

At the same time, there is significant room for improvement. Women identified better pay scales as their single most important issue. And while this "First Class" includes several innovative private sector initiatives to address this issue, it still represents the smallest category of the *Honor Roll* programs.

Our findings validate what we are experiencing as a nation. In the area of family-friendly policies, our analysis demonstrates that enabling workers to meet their family obligations is a key source of the nation's competitive advantage — our national economic strength depends on our national family strength. Family-friendly policies can be a catalyst to the economic success of an enterprise.

Congratulations to those who participated in this initiative. I challenge each of you to continue to build high performance workplaces that fully and fairly value women as equal partners. To potential partners, I challenge you to join us in this effort. There is no excuse for inaction.

Ida L. Castro
Women's Bureau

ACKNOWLEDGMENTS

With the publication of a partial selection of employer models from the ***Working Women Count! Honor Roll***, the Women's Bureau highlights the final phase of the unprecedented "Working Women Count!" initiative. From start to finish, this project would not have been possible without the thousands of people who helped make it a success.

We must begin by thanking the Secretary of Labor, Robert B. Reich — without his support and leadership it could not have happened. Also a big thanks to the more than sixteen hundred partners representing business, labor, publications, on-line services, media, Federal and State agencies, women's, and other grassroots organizations that agreed to distribute and collect our *Working Women Count!* questionnaire. We also owe the success of this endeavor to the one quarter of a million women who responded to the questionnaire, telling us firsthand what it's like to be a working woman, and what changes would make it easier to balance work and family.

Special thanks to over thirteen hundred Honor Roll Partners and Partners for Change, who, through their policies and programs, have made positive changes in the lives of over 2 million working women and their families, demonstrating that Partnership initiatives and executive commitment works for working women and men.

We are indebted to the author, Roberta M. Spalter-Roth, Ph.D. — whose talents and expertise helped us compile an overview of the hundreds of Honor Roll applications we have received to date, and the graphic arts contractor for their professionalism in the composition, design, and layout of this publication on a very tight deadline. Additionally, we would like to thank American Home Products, Service Employees International Union, and the Corradi Family for their photographic submissions.

Thanks to Lionel White and his staff — Jim Blackmon, Angelique Larsen, and Carrie Cyphert — who oversaw the design and graphics process, and Clarence Lindsay and the staff in the Division of Printing Management for their assistance in jumping hurdles to get this publication printed!

Last, but certainly not least, for the hard work, commitment to the task, and dedication to the issues this report represents, we thank the staff in the Women's Bureau national and regional offices. Without the drive and determination of these "behind the scenes" women *and* men, we could not have accomplished such an incredible task. And while this report recognizes 440 models of innovative policies and programs, the staff at the Women's Bureau continues to receive, process, and add to our database, hundreds more models from Honor Roll applicants from around the country. The summaries of the programs highlighted in this report were taken directly from the information submitted by the Honor Roll applicant organizations. Although we have taken great steps to ensure the accuracy of information, we regret that we may have inadvertently misstated a program or policy.

Thanks to everyone whose cooperative spirit and support made the ***Working Women Count! Honor Roll Report*** possible!

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INTRODUCTION

The Department of Labor Women's Bureau is the only federal agency with a mandate to represent the needs of wage earning women in the public policy process. When it was created by Congress in 1920, there were only 8.25 million working women for the Bureau to represent — less than 20 percent of our nation's workforce. Today, over 60 million women work for pay — almost 50 percent of our Nation's workforce.

The explosion in the numbers of working women is one of the defining trends of the 20th century. The patterns of women's work lives more closely resemble those of men's: the gap between men and women's rates of labor force participation has declined; women are less likely to drop out of the labor force for significant periods of their lives, and more and more women are responsible, alone or with a spouse, for the economic security of their families.[1]

Since 1993 women have made real gains. The wage gap has continued to decrease, the glass ceiling has begun to crack, and the *Family and Medical Leave Act* — the first bill signed by President Clinton — for the first time, has allowed workers to take time off to care for a seriously ill family member without putting their jobs in jeopardy.[2] This Act has had a real impact on women's lives and helped men as well: more than 12 million American workers have taken advantage of FMLA, so far.

This Administration has also taken the innovative step of reaching out to the experts — working women — to ask them how they felt about their jobs. In 1994, the Department of Labor's Women's Bureau worked with sixteen hundred partners across the country to disseminate the *Working Women Count! Survey*. In this survey, more than one-quarter of a million women told the Women's Bureau what they liked and didn't like about their jobs and workplaces and what needed to change. Through the popular *Working Women Count! Survey*, the great majority said they either "liked" or "loved" their jobs. They felt pride in being breadwinners for their families and in being a significant part of the workforce. But they also shared three main areas of concern:

♀ ***PAY AND BENEFITS***

Women told us pay and benefits should result in economic security, and that improving pay scales and health insurance were two of their top priorities for workplace change.

♀ ***BALANCING WORK AND FAMILY***

Women felt that, while workplace structure and culture *should* support women's family responsibilities, finding affordable child care remained a problem, and paid sick leave, vacation time, and family leave were insufficient to meet family needs.

♀ ***RESPECT AND OPPORTUNITY ON THE JOB***

Women of all races said they experienced discrimination and wanted more on-the-job training and a greater chance for career advancement. They expressed frustration with the visible and invisible signs of inequality and were looking for a real commitment to changes that benefit working women and their families.

And, they told the Women's Bureau that multi-issue solutions were required because women's lives are not divided into segments.[3]

A Call For Action!

The Administration listened — and called for action. After reviewing the results of the questionnaire, visiting workplaces, and meeting with working women across the country, the Women's Bureau took concrete steps to address working women's needs. The Bureau developed the *Working Women Count Honor Roll!* — a program challenging businesses, nonprofits, unions, and state and local governments to initiate new programs or policies that make real, positive workplace change in the areas women said they needed it most.

The Women's Bureau realized that in order to make positive changes in the workplace that accomplish the goals of increased pay and benefits, family friendly workplaces, and equal opportunity — changes that fully and fairly value women — there must be cooperative effort among workers, employers, businesses, labor unions, non-profits, and the government. Positive changes required the imaginations and the will of many individuals and organizations.

That is what the *Working Women Count! Honor Roll* is about. Its purpose is to encourage employers, organizations, and individuals to implement, institutionalize and disseminate new policies and programs in the areas working women care about the most. The response has been overwhelming.

What We Learned — Partnerships Work!

What the Women's Bureau has learned from the Honor Roll process is that change is happening and that more change can happen regardless of the size or the type of organization. Change can bubble up from workers themselves or come from the commitment of top executives. Businesses and non-profits, public and private organizations, labor unions and management, companies large and small, have taken concrete actions to address the workplace concerns of women (and men and families) — and many of their efforts are working. We learned that no organization is too small to provide family friendly benefits, no organization is too large

to provide respect. We learned that more effort needs to be made to encourage organizations to increase women's pay. And we learned that there are many ways to meet working women's needs and demands. There are no excuses for inaction.

The Women's Bureau also learned that we made a difference by instituting the Honor Roll process. Working with our partners, we mobilized a cross-country effort, an out-pouring of energy, a profusion of programs and policies all directed at improving women's work lives. We made *a difference* by:

♀ Promoting cooperative relationships among businesses, labor unions, non-profits, local, state, and the federal government to encourage programs and policies that address women's deepest fears and strongest demands.

♀ Signing up more than 1,300 organizations, public and private, large and small, that pledged to institute changes affecting more than two million workers. More than half of these pledges had instituted programs and policies by the following year.

♀ Analyzing and reporting these programs and policies, seeing how they worked and welcoming more than 440 applicants onto the "First Honor Roll Class."

♀ Spreading the word about the many ways to bring about change so that others can replicate Honor Roll models and can be inspired to develop new paradigms for change.

♀ Demonstrating that positive change can bubble up and spread out when facts are known and alternative solutions are shared. Involvement in the development of strategies that work for working women is good for the bottom line *and* good for the workers. No one should work in the dark! Everyone should know what works!

THE HONOR ROLL: MAKING IT WORK!

From Bejing to the Workplace!

The first step of the Honor Roll process was to encourage business, labor, non-profit, and governmental organizations to voluntarily pledge to initiate or enhance programs or policies that make positive, concrete change in the lives of women and their families.

In August 1995, at the Fourth World Conference on Women in Beijing, Ambassador Madeleine Albright announced our nation's commitment to collecting 1,000 pledges affecting 1 million workers within the next year. By Spring of 1996, the Women's Bureau had far surpassed our goal. Over 1,300 pledges had been received ranging from pay increases to on-site health clinics, from flexible work schedules to child care on snow days, and from scholarships to business school to on-the-job training programs.

After the Women's Bureau received each organization's pledge, we sent them an Honor Roll Application Form to fill out and return as soon as the new or enhanced program or policy was underway. The Application Form requested information about the business or organization as well as the goal of the change — to improve pay and benefits, build a family friendly workplace, value women's work through job training and career advancement, or address multiple goals. In addition, applicants were to describe the program's target population and estimate the number of individuals to be affected by the program or policy. Finally, they were asked to describe the program and to give examples of the difference it made in the lives of working women and their families. As of this writing, almost half of the pledges have begun to implement their proposed program or policy.

"The First Honor Roll Class"

Once the applications were received, the Women's Bureau began its review based on the following criteria:

♀ Whether the program/policy was a new or enhanced effort to improve women's work lives and began after April 1, 1994;

♀ Whether it fit one of the three categories that women identified as crucial for progress; and

♀ Whether it achieves substantial change for a significant number of working women and their families.

As a result of conversations among the national and regional Women's Bureau offices and the applicants, more than 440 applications have been approved as of the date of this publication, with many others in the pipeline. This report analyzes these approved applications that now constitute the "First Honor Roll Class." The solutions provided by this first Honor Roll class can be used as a tool to improve the lives of working women and men and their families across the country.

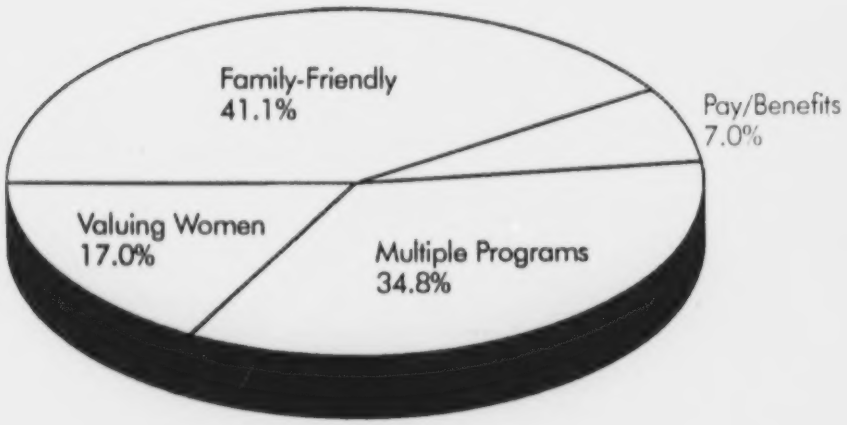
The achievements of this "First Class" reflect the many approaches used to create these solutions. Some came from the bottom up, others from the top down. Strategies include: forming employer consortiums, collective bargaining, government initiatives, anti-discrimination campaigns, allocating funds, surveying workers, giving awards, bringing together planning teams, bringing suits, designing programs, and running public education campaigns. Some of the solutions represent changes in workplace structure, others represent changes in workplace culture. They show a range of ways to accomplish the same goals.

KNOWING WHAT WORKS!

This report will highlight the "First Class" of Honor Roll organizations and the innovative and effective programs and policies they have initiated. The Women's Bureau wants to share their successes with working women, employers and others nationwide; encourage replication of programs that work; and foster new initiatives to ensure that women gain the pay and benefits they need, achieve the work/family balance they lack, and secure the respect and opportunity for advancement they deserve.

What kinds of programs are represented in the "First Honor Roll Class?" Figure 1 shows that initiatives prioritizing family-friendly workplaces were the most prominent (41 percent of all Honor Roll Programs). However, programs that address the multiplicity of working women's needs were a close second — about 35 percent are labeled as "multiple" programs. Most often, these multiple programs include efforts to develop a more family-friendly workplace and efforts to foster women's advancement by providing career counseling and training. Honor Roll programs addressing American working women's desire to be valued include such programs as preventing discrimination and providing training and advancement. These programs were 17 percent of the total while only 7 percent increased women's pay and benefits, despite the high priority of this issue among working women.

Figure 1. **The Most Common Issue Addressed by Honor Roll Awardees Is the Family-Friendly Workplace**

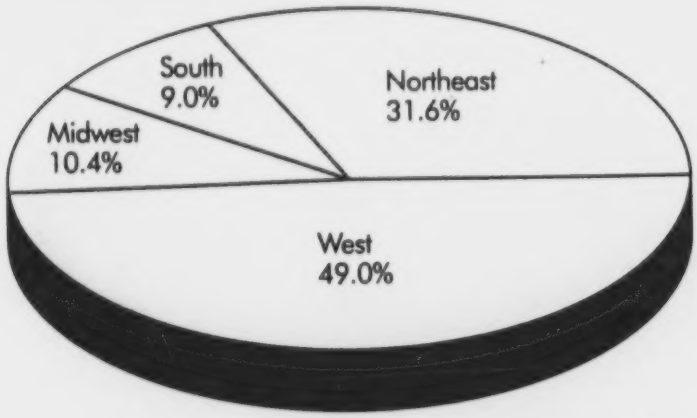


Total Programs: 440 as of August 5, 1996

Greater emphasis on the need to devote more effort to increase women's pay and benefits, and career opportunities is required. These findings suggest that recognition of the importance of family-friendly workplaces has taken root and is spreading.

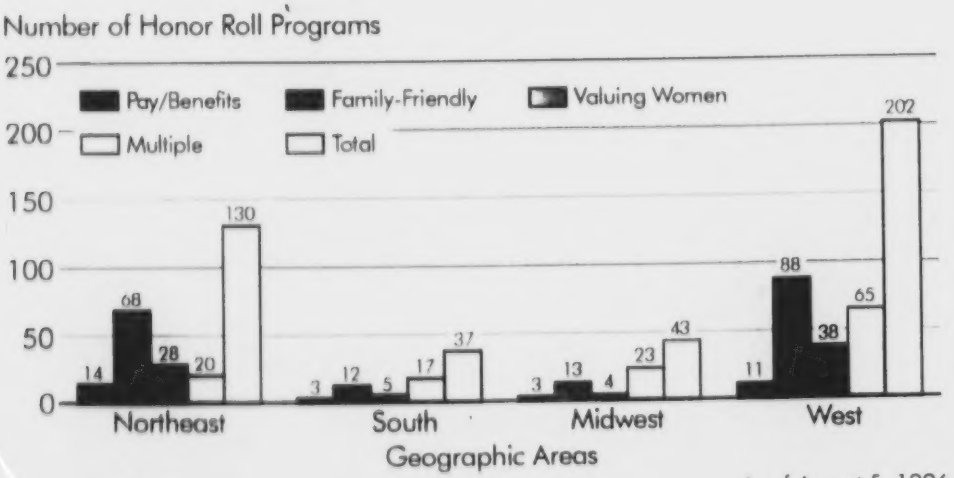
Of the organizations that made the first Honor Roll class, 46 percent are located in the West, 30 percent in the Northeast, 10 percent in the Midwest, and the remaining eight percent are found in the South. As Figure 2 shows, in the regions with the most programs (the West and Northeast) family-friendly workplace policies are most prevalent, representing 44 percent and 52 percent of all programs. In the Midwest and the South, multiple programs are the most frequent.

Figure 2. **The Largest Share of Honor Roll Awardees Are Found in the West**



Total Programs: 440 as of August 5, 1996

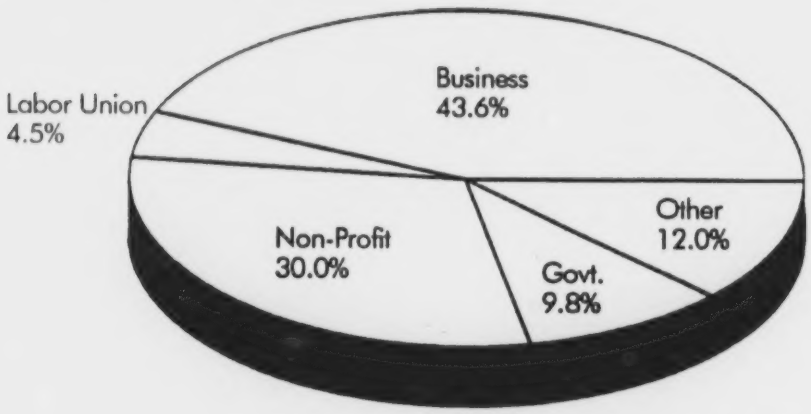
Figure 2A. **Honor Roll Programs by Geographic Area**



As of August 5, 1996

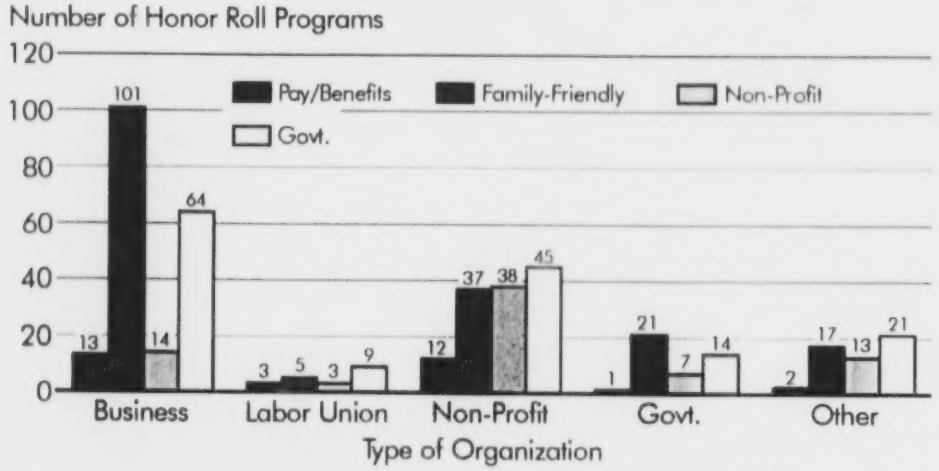
Different types of organizations tend to favor different types of programs. More than half of the Honor Roll programs instituted by business (representing 44 percent of the total programs) are in the category of balancing work and family (see Figure 3). Non-profits, which are responsible for 30 percent of all Honor Roll initiatives, are almost equally likely to develop family-friendly policies, to value women and to meet the multiplicity of their needs. Almost half of state and local government initiatives fall into the family-friendly category, in contrast to labor unions, which are most likely to negotiate for and implement multiple initiatives. Within these broad categories, the diversity of specific programs and initiatives is inspiring.

Figure 3. **Businesses Initiated the Largest Share of Honor Roll Programs**



Total Programs: 440 as of August 5, 1996

Figure 3A. **Businesses Emphasized Programs Valuing Work and Family**



As of August 5, 1996

Women's concerns are grounded in the facts of their daily lives. When aggregated, these facts present a picture of increased opportunities for some women but substantial barriers for others. Despite significant gains, many working women are just barely holding on. In each of the sections below the report will review the barriers that working women have overcome and those that they still face. *What works!* Successful models of programs and policies designed to address these barriers are presented next.

Honor Roll Format

The models described here represent a cross section of the Honor Roll. They were chosen to reflect new efforts to bring about substantial improvement in women's work lives in each of the three categories that women identified as crucial to their progress. They were chosen to reflect the contrasting solutions to overcome the barriers faced by working women. Along with reflecting the multiplicity of solutions, the examples also reflect the diversity by geographic locations, organization type and by organizational size.

These programs and initiatives are divided into four categories: those that improve pay and provide health and pension benefits; those that promote a family-friendly workplace; those that value women by preventing discrimination, providing training and career advancement; and those that have multiple goals, usually combining strategies to create a more family-friendly workplace and to provide women with additional training and career advancement. These examples address working women's deepest fears — that they will fall off the tightrope without a safety net to catch them. And they represent responses to women's strongest demands: demands for fair pay, better benefits, and equal opportunity.

More models are presented in Appendix I. All members of the "First Honor Roll Class" are listed and briefly described in the second appendix. Readers should feel free to get in touch with them directly to find out how ideas can be put into practice.

PAY AND BENEFITS

Although it has been 30 years since the passage of the Equal Pay Act, many respondents told the Women's Bureau that pay scales are still unequal. Across income and occupational categories, improving pay scales is a high priority for working women. Many studies show that occupational segregation is still the rule of the workplace with many women crowded into low-paying traditionally female jobs. In too many cases, hiring, wage setting, and benefit policies are still based on a male breadwinner model. This model needs to change especially for the 25 percent of low-wage women workers who are the sole support of their families.[4]

Pay

While women largely avoided wage stagnation in the 1980s due to increases in work experience and have continued to experience hourly earnings increases during the last three years, almost eight in 10 still earned less than $25,000 in 1994. The 1995 median annual earnings for women employed full-time were $22,623 for white women, $19,910 for black women, and $17,569 for Latinas. About 45 percent of women earn too little to support a family of three at the poverty threshold (plus expenses for child care).[5]

One explanation for women's low wages is their employment in "women's" occupations. Although the percentage of women employed in traditionally-male professions is increasing, those in traditionally male non-professional occupations such as electricians, telephone installers, truck drivers, and automobile mechanics remain miniscule. And about 45 percent are still employed in undervalued "women's" jobs such as sales clerks, cashiers, aids, child care workers, home health care workers, cooks, and office cleaners.[6]

Another explanation for women's low earnings is that many of the women's occupations are structured as temporary and part-time jobs. Currently, women account for more than two-thirds of part-time workers and one half of temporary workers.[7] While some may appreciate the flexibility of these schedules, they do not appreciate the low compensation they provide. Of all women paid hourly wages in 1995, those working part-time earned a median $6.01 hourly, compared with $8.16 for full-time workers.[8] This may be why the share of women working as involuntary part-timers has increased, along with the share holding down more than one job to survive economically. Women now comprise almost half (46 percent) of moonlighters.[9] These facts explain why increasing pay scales are a major concern for working women.

Pay: What Works!

A number of different approaches to improving pay and addressing wage inequity have been pursued in the last three years; an example is the expansion of the Earned Income Tax Credit that has provided tax relief to 15 million lower income working families. In September 1996, the Women's Bureau launched the Fair Pay Clearinghouse to provide easily accessible information to working women, employers, and organizations interested in fair pay.

The broadest and most critical step taken to date is the increase of pay to minimum wage workers, three-fifths of whom are women. It is estimated that 5.8 million women will benefit from this raise, about three million of whom are over age 25.[10]

Along with the federal government and labor unions, some private employers, non-profits, and state and local governments have also been working to increase pay scales. Included on the Honor Roll are efforts to:

- ♀ Provide wage additional compensation to those that learn new jobs;
- ♀ Improve pay scales through improving client services;
- ♀ Encourage the development of special incentive funds;
- ♀ Leverage monies from federal matching funds; and
- ♀ Revalue women's work through gender and race-neutral evaluation efforts.

A snap shot of these efforts are offered below and more can be found in Appendix I and II.

Increasing Pay Honor Roll

Women Start with the Base Wage

A.T. Cross Company

A special pay program was initiated in 1994 to provide wage increases to employees for learning new jobs. Through 1995, over $76,000 was added to the female associates' base wages as a result of this program. In addition, the company launched several programs in the areas balancing work and family including a dependent care referral service, flexible work schedules, and an enhanced training and development program to help women upgrade their educations. A.T. Cross Company is a Rhode Island business with an 85% female work force.

More Jobs and Better Pay — Nursing Home Workers

District 1199/SEIU

In November 1994, the 3,000-member District 1199 of the Health Care and Social Service Union began the "Dignity, Rights and Respect Campaign" on behalf of nursing home workers. As part of this campaign, the Huntington, West Virginia union local initiated the campaign with a widespread education effort, recommendations for improving nursing home standards by increasing the minimum ratio of nurse aides per patient load and shift, and the goal of developing a special incentive fund to encourage investment in the nursing home workforce. The fund would reimburse wage increases of more than five percent. By utilizing matching federal funds, it would allow approximately 512 new jobs to be added to the State economy.

Better Pay Prevents High Turnover Rates

Nassau County, Long Island, New York

In recognition of the difficulty of attracting and retaining experienced workers and the dramatic increase in the need for child care slots, Nassau County allocated $3.24 million for salary enhancement. This money went to the staff of 55 not-for-profit day care centers that had contracts with the County's Department of Social Services. Full-time group head teachers received an additional $6,500 and full-time aides/assistants received an additional $3,500 as a result of this initiative. Part-time child care workers' salaries were enhanced on a pro-rated basis. More than 700 child care workers were affected.

Mary Corradi, a single mother of three young children, has been able to leave her toddler in all day child care and her seven and nine year olds at after school care at a center where the staff remained constant because of the salary enhancement.

Revaluing Women's Work Honor Roll

Women's Work — Reclassifying Old Job Titles

American Association for Medical Transcription (AAMT)

AAMT found that support staff were paid less than their value, so they reclassified positions, provided these new positions with appropriate titles, and raised their pay as part of a Salary Administration Program started in 1995. Along with the raises, additional programs were developed to aid working women. AAMT extended the amount of sick leave time that can be pooled for use in catastrophic circumstances, began in-house training sessions, and have approved external educational opportunities for employees to enhance their professional development and job performance. These projects have made a difference in 18 employees' lives so far and will be extended to cover all employees. AAMT is a membership organization, with a small staff and 8,500 members located in Modesto, CA.

The YWCA of Greater Atlanta

The Greater Atlanta "Y" established a Job Classification Task Force in the Spring of 1995. The "Y" wanted to retain its employees and attract new employees with a competitive pay and benefits package. The Task Force was charged with a four-step process to analyze, evaluate, price, and design changes in the current job and pay structure. Having completed the first step with the staff, the Task Force is now in Step 2: writing new job descriptions for all positions using a new format entitled "Results-Oriented Job Descriptions." The entire task will be completed in about one and a half years, and it is expected to impact all 170 employees who will know they are valued and be compensated fairly for the work they perform.

Benefits

Currently, more than 14 million women — nearly seven million of whom are employed — have no health insurance. Only six percent of temporary and part-time workers have health insurance coverage through their employers.[11] While pension coverage for women has grown, 24 million working women — nearly two out of three — do not have pension plans. Among women who are fortunate enough to get pensions, the average amount is only half of what men are getting.[12]

In the past, many women relied on their husband's jobs for health insurance and retirement security. But as marital patterns continue to change and as men are less likely to have health benefits that cover their spouses and children, many women and children fall through the cracks.

Benefits: What Works!

In August 1996 President Clinton signed the Kennedy-Kassenbaum bill which guarantees the right of workers to carry their health insurance with them to new jobs and not be penalized for pre-existing conditions. Pension protection and portability has also been improved. Some employers have acted voluntarily to increase the quality and availability of health care benefits, including making benefits available to part time workers, to insure workers peace of mind. Some methods used to expand and improve health care and pension receipt include:

♀ On-site medical clinics;

♀ Finding and funding the most advantageous policies for employees;

♀ Including part-time workers in medical, dental, and vision plans; and

♀ Overcoming denials of pension benefits.

Health Benefits Honor Roll

Paid Leave to Attend Children's Activities

Pioneer Marketing

In January 1996, this five-person firm with a woman president initiated its "Improved Health Insurance Benefits" package, which pays 80% of health insurance and covers shots, x-rays, lab tests, and an annual allotment for maintenance physicals and exams for employees and their families. In addition, Pioneer Marketing offers paid leave for employees to attend children's functions and appointments and allows employees to bring their children to the office when child care is temporarily unavailable.

> *According to the President of Pioneer Marketing, "We shopped around for a particularly advantageous insurance package to enable our employees to care for the medical needs of their families, because, let's face it, women are the ones to stay home most often when a family member or a child is ill. Women. . .tend to become more stressed, tired, have less time to attend to their own health needs, and are often last in line for routine medical attention. The medical coverage we have allows them to monitor their health and that of their families without becoming overly burdened financially. Better health maintenance equals healthier employees — mentally, emotionally, and physically."*

Medical Clinic Made Available to All Employees

Quad/Graphics, Inc.

As part of its commitment to improve the pay and benefits of its workforce, Quad/Graphics, Inc. opened a no-cost medical clinic for its 8,500 employees and their families in May 1996. The company also initiated the *Work & Wheels Program*, through which all new employees are eligible for a $600 interest-free loan toward the purchase/lease of a car to get to work. As of July 1996, 645 employees utilized this program.

Not for Profit Extends Health Coverage to Part-time Workforce

Security Service Federal Credit Union

On January 1, 1996, this San Antonio, TX non-profit began offering medical, dental, and vision coverage to all part-time employees. Extension of coverage has impacted more than 260 workers to date. Coverage of part-timers is virtually paid for by employer contribution and the option for family coverage is available at the same rates as for full-time employees. In addition, the Credit Union developed a Computer Based Training to allow all new employees the flexibility to train at their own pace and at convenient hours. The Credit Union's 750 person workforce is 82% female and 57% minority.

Pension Rights Honor Roll

Educating Women to Protect their Rights

The Pension Rights Counseling Advocacy Program (PRCAP)

Since October 1995, PRCAP has run a special educational project to assist women, particularly those nearing retirement or who have retired and been denied benefits or payments. PRCAP provides these consumers with basic information on pensions; helps them identify problems; assists them in locating plan administrators and getting additional information; and refers them, when necessary, to an attorney on their pension attorney referral list, or to a government regulator to take necessary action. Here is one example of how PRCAP helps women:

> *After intervention and an appeal on her behalf, a 65 year-old Latina woman who had unknowingly opted for the wrong pension plan — an annuity instead of a lump sum — was granted her appeal to receive her pension in a lump sum — of about $125,000. PRCAP's attorney was able to reconstruct the events leading to the client's signing the wrong part of the pension disbursement form.*

BALANCING WORK AND FAMILY

Working women, regardless of race, ethnic group membership, job status, and family income level told the Women's Bureau that they feel tired, unsupported, and unacknowledged in the daily challenge of being both wage earner and family caretaker. These results are echoed by a recent *Family and Work Institute Study* finding that more than one-third do not perceive their workplaces as supportive of their joint responsibilities.[13] According to the National Study of the Changing Workforce, 51 percent of all mothers want additional job responsibilities; but they also need more reliable day care, more paid leave, and more control over their work-time.

Among the exemplary initiatives to support working women in meeting their family responsibility are those that:

- ♀ Provide on-site or near-site child care, paid leave, elder and dependent care, and reduced hours or flex-time. On- or near-site child care can be found at construction sites, on evenings and weekends, in downtown areas, on suburban campuses, and in city parks.
- ♀ Paid leave is being bargained for and provided to cover paternity and maternity leave to bond with newborn or newly adopted infants, to care for sick family members, and to deal with legal activities surrounding domestic violence.
- ♀ Referral services are the most prevalent type of program to meet employees' needs for elder and dependent care; but other models include subsidized emergency care, summer camps, after-school care, and government initiatives to increase the supply of care.
- ♀ Another strategy is the provision of flex-time or reduced hours without causing employees to lose pay and/or benefits.

Child Care

For many women and families, child care is unaffordable and unreliable. Research based on the National Child Care Survey finds that the high cost of quality child care limits women's labor force participation, their ability to participate in education and training programs, and increases the likelihood of employment turnover.[14]

More than half (56 percent) of working women with children under age five responding to the *Working Women Count Survey* shared serious concerns about their problems finding quality child care. According to a 1993 *Families and Work Institute Study*, 26 percent of employed parents with children under age 13 had experienced a breakdown in their usual child care arrangements in the preceding three months.[15]

Although the majority of parents claim to be satisfied with their child care, more than one-quarter said they would prefer some other type or combination of types of care. This rate did not vary by income level — all working parents were equally dissatisfied.[16] But low-income parents, who bear a heavier financial burden for child care and are more likely to rely on intermittent care by other family members or neighbors, most wanted to change to center-based care. Two-thirds of families with annual incomes under $25,000 preferred center-based care which they thought was safer than leaving children with friends and relatives.[17]

Other challenges remain. For example, a skilled and stable workforce of child care workers is necessary to provide affordable quality child care. The average wage for child care workers is between $6.00 and $7.00 per hour and the turnover rate is 38 to 40 percent annually according to the latest Bureau of Labor Statistics' Cost and Quality study.[18]

Child Care: What Works!

As you will see by viewing the Honor Roll cases outlined below, employers and unions, and local governments have also been working in a variety of ways to address parent–child care dilemmas. These include:

- ♀ Developing on-site or near-site child care;
- ♀ Providing land for child care centers;
- ♀ Establishing a fund for child care expenses; and
- ♀ Training for child care workers.

Child Care Honor Roll

Partnerships

> *"We believe that supporting the diverse dependent care needs of our employees is critical to our success as it enables our companies to attract and retain a productive, competitive, committed and motivated workforce," said the chief executives of the ABC.*

American Business Collaboration For Quality Dependent Care (ABC)

ABC is a coalition of 21 major corporations that, in October 1995, launched a $100 million initiative to develop and strengthen child care, school-age care, and elder care projects in communities across the country where their employees live and work. The 21 lead or "Champion" companies of ABC expect to fund more than 1,000 projects over six years, including national research and developmental pilot programs. The funds will provide a broad array of services ranging from training for day care providers and science/technology camps for school-age children to a money management program for senior citizens. ABC is based in Boston,

Massachusetts. The Champion companies are: Aetna, Allstate, American Express, Amoco, AT&T, Bank of America, Citibank, Chevron, Deloitte & Touche, Eastman Kodak, Exxon, GE Capital Services, Hewlett-Packard, IBM, Johnson and Johnson, Mobil, NYNEX, Price Waterhouse, Texaco, Texas Instruments and Xerox.

Comprehensive On-Site Child Care and After School Program

American Home Products Corporation

American Home Products has created a comprehensive, on-site child care center and provides tuition assistance for employees with family incomes under $70,000. The center, which opened in August 1995, was built in conjunction with Resources for Child Care Management (RCCM), a nationally known child care management and consulting firm. It has a capacity for 130 children. American Home Products, headquartered in Madison, New Jersey, is a worldwide producer of pharmaceutical and health care products company with 33,941 domestic employees, including 16,613 women.

Fall is Back! ***Infants enjoy a stroll in the fall weather in their buggy at The Child Development Center at Giralda Farms which opened on August 18, 1995. American Home Products Corporation developed this Center for employees' children ages 6 weeks to 6 years. The Center includes a full-day accredited kindergarten, back-up care for children up to 12 years-old, and get well care, and is located at the company's headquarters in Madison, New Jersey. The Center is managed by Resources for Child Care Management (RCCM).***

Citizens Come to the Rescue and Offer Affordable Child Care

City & County of Honolulu

The Honolulu electorate supported a charter amendment authorizing the City Council to approve requests for the use of city park property for free, affordable, or not-for-profit child day care programs. As a result, three day care centers have opened and are serving 160 children. The goal is to establish eight affordable day care centers in communities where the need is the greatest, and to reserve eighty percent of the slots for disadvantaged children.

Child Care Benefits for City Workers

City of Seattle

The City of Seattle, Washington added a Pediatric Home Care (PHC) benefit in November 1995 for its 10,000 employees and their families. The benefit enhances existing sick child care program called Tender Loving Care (TLC). PHC sends a Certified Nursing Assistant to the employee's home to care for sick children so the parent can report to work. The City pays for this child care. The service is available on a 24 hour a day, seven day per week basis. Further, PHC will care for newborn children and always has a Registered Nurse available by telephone should consultation be needed. In the first few months since implementation, nearly twenty families have used PHC. The City in turn has benefited through reduced use of sick leave and better attendance by parents with young children. In addition, the City revamped their Employee Assistance Program to have a stronger family emphasis. In the first quarter of 1996, the EAP program sponsored 356 face-to-face counseling visits and reached hundreds more through its well seminars. The program provides a strong support system for working women.

Partnership Works — Dependent Care For Over 7,000 Workers!

Hotel Employees and Restaurant Employees Union (HERE) Local 2

HERE Local 2, which represents room cleaners, cooks, bartenders, waiters, bell people, food service workers, and some front desk clerks in unionized San Francisco hotels, negotiated a child and elder care fund with the San Francisco Hotels Multi Employer Group in August 1994. The hotels contribute $.05 for every hour worked for eligible members. A labor management committee surveyed members and put together a benefits package to meet the needs of employees who work shifts, including evenings and weekends, when child care and elder care services are not readily available.

State Partners with Non-Profit to Offer Child Care

Maine Department of Transportation (MDOT)

MDOT established affordable, flexible-hours child care to workers at three major bridge and by-pass construction sites in 1994 and 1995. Parents using the Portland Bridge Kids Projects, operated under contract with the Greater Portland YMCA, pay a minimum of $50 per week or 15% of their gross wages up to the full cost of the child care. The "Y" offers early morning care, evening care, and even overnight care — whatever hours the construction project is running — for children from 18 months to 12 years. MDOT hired an on-site consultant to disseminate information, act as a liaison between the employees and child care providers, and urge contractors to incorporate the idea of child care into their recruitment efforts.

Paid Leave

Along with the need for safe and affordable child care, working women of all ages, income-levels, races and ethnicities expressed a need for more leave in order to care for newborns, critically ill children, spouses, elderly parents, and themselves. There is a general feeling that critical benefits such as paid sick leave and vacations are deteriorating.

Prior to the signing of the Family and Medical Leave Act (FMLA) into law, workers, especially women workers, bore enormous costs in terms of lost earnings as a result of childbirth, illness of family members, their own illness, and dependent care. For example, a study done prior to the passage of FMLA found that new mothers who returned to work experienced approximately $12.9 billion in additional earnings losses compared to those working mothers who had family leave.[19]

Paid Leave: What Works!

The Family Medical Leave Act was the first act President Clinton signed into law in 1993. This new law enabled workers in firms with over 50 employees to take up to 12 weeks of unpaid leave to care for a family member without fear of losing their jobs. Recently, the bipartisan Commission on Leave found that 12 million working Americans have taken advantage of the Family and Medical Leave Act, and nine out of 10 employers say it hasn't adversely affected their bottom line. In fact, some businesses told the Commission on Leave that the new law has actually helped them reduce employee turnover, enhance productivity, and improve the morale of their workforce.

Along with the good news, the Commission found that significant numbers of workers surveyed could not afford to take leave. Among employees who needed but did not take leave, fully 64% could not afford the accompanying cost of wages. Those without paid leave were more likely to need to borrow money or to go on public assistance.[20]

In addition to providing unpaid leave, concerned employers, both public and private, have been addressing the need for paid leave for family concerns. Labor unions are starting to bargain for paid benefits including those that cover:

- ♀ Birth and adoption;
- ♀ The illness of a spouse, child or parent;
- ♀ Participation in a child's school events or volunteering in the public schools; and
- ♀ Time off to protect against domestic violence.

Paid Leave Honor Roll

Paternity, Adoption, and Primary Caregiver Leaves Are Extended

The Immunex Corporation

In December 1995, Immunex began offering its employees one week of paid paternity leave, six weeks of paid adoption leave to the primary care giver, and one week of paid adoption leave to the non-primary care giver. The company also established four nursing rooms for new mothers, with one at each site. Immunex provides employee assistance programs (EAP), offers free elder care referral (for employees and their household members), and allows for spousal equivalency in all benefit plans and programs for same and opposite sex domestic partners. Immunex is a biopharmaceutical firm with 750 employees (53% of whom are women) located in Seattle, Washington.

Partnership Works — 21,000 Employees Get Paid Leave

The Commonwealth of Massachusetts

The Commonwealth, in cooperation with SEIU and AFSCME (the two unions who represent many Commonwealth employees), signed a policy offering its 21,000 state employees 10 days paid adoption leave, 10 days paid domestic violence leave, and the use of up to 10 days paid leave for the care of a sick spouse, child, parent or relative living in the immediate household. The benefit for victims of domestic violence is particularly innovative. Workers are allowed to take time off to attend to the necessary legal and/or other activities to protect themselves.

Tuition Reimbursement and Adoption Assistance Offered

Ceridian Corporation's Computing Devices International

Part-time employees at Ceridian became eligible for funeral leave, short-term disability, adoption assistance and tuition reimbursement on January 1, 1996. Some of these benefits are pro-rated; some are equal to full-time benefits. All domestic full-time employees (8,252) and part-time employees (875) were targeted. A total of 9,127 employees were impacted.

> *"Studies show that employees who are happy and in control of their lives perform better. Part-time work is good for employees with critical skills who may otherwise leave the workforce," says Kris Marko, a software engineer.*

Kathy Fahnhorst of Ceridian Work/Life Services agrees. "In our efforts to evolve into a workforce that truly values each employee's contribution, these changes are essential. To recruit, retain and maximize the potential of our people, we need to eliminate barriers to alternative work arrangements."

Other Family-Friendly Policies: What Works!

In addition, many programs and policies that provide flex-time, referral services, back-up care for children and elders are also heavily featured on the Honor Roll. Flex-time and referral services are the most frequent of the family-friendly programs found on the Honor Roll.

Partnership Works — From Elder Care to Summer Camp

The United Auto Workers-General Motors (UAW-GM) Center for Human Resources

In October 1995, the UAW-GM Center established Elder Care Resource and Referral six month pilot projects in Flint, Michigan; Parma, Ohio; Fort Worth, Texas; Baltimore, Maryland and Janesville, Wisconsin. The 20,000 GM workers who are represented by UAW at these five locations have access to the services, which continued after the Pilot Projects ended in March 1996. UAW-GM also opened a Child Development Center Summer Camp Program in June of 1994 for the school-age children of the approximately 40,000 UAW-represented GM workers at the 14 plant facilities in the Flint, Michigan area. More than 400 children attended the camp in 1994 and 1995.

Family Hours Schedule Without Loss of Benefits

The City of Coral Springs

The City of Coral Springs in Florida started a "Family Hours Program" in September 1995, that potentially could benefit its 606 full time employees. The program allows full-time workers to reduce their work hours to 30 and still retain their benefits. Their salary, annual leave, and sick leave is based on number of hours worked. Employees retain all health benefits at a modest increase in their contribution, and life insurance is the same as for full-time employees. So far, five women are using the Family Hours program, four of whom have babies under one year of age.

RESPECT AND OPPORTUNITY ON THE JOB

For years qualified women were shut out of employment, education and training opportunities, and career ladders solely because of their gender, race, marital status or age. This caste-like exclusion of women is no longer the case. Many women are making strides in the workplace. The percentage of women in professional and managerial positions has continued to grow as women gain more education and work experience and with the enforcement of anti-discrimination laws. Yet respondents to the *Working Women Count! Survey* told the Women's Bureau that the pace of change has not been fast enough, that they continue to suffer from discrimination, lack of on-the-job training opportunities, and little career advancement.

Advancement and Training Opportunities

By 1995, almost three in every 10 women (29 percent) were managers and professionals — now the second largest job category for women. Women accounted for nearly half (43 percent) of executives, administrators and managers, and more than half (52 percent) of all professional specialties. Between the years of 1974 and 1994, women's presence among lawyers increased from 7 percent to 25 percent; among physicians, from 10 percent to 22 percent; and among engineers, from 1 percent to 8 percent.[21]

Women are not only making inroads in business, non-profits, labor unions, and government agencies, but they are starting their own businesses. Since 1987, the number of women-owned businesses has increased by 43 percent, with one out of three businesses now owned by a woman.

Still the need for more progress is apparent. Few women are represented in top level management positions. In 1992, only two percent of white women (and too few women of color to reliably measure) had earnings in the top decile of all managers in contrast to 16 percent of white men (and 10 percent of men of color).[22] A whopping 97 percent of the senior managers of Fortune 1000 Industrial and Fortune 500 Companies are white males.[23] A survey by Catalyst of more than 1,000 women at the Vice President level or above in Fortune 1000 companies suggests that women lack significant general management or line experience, women are not in the pipeline long enough, and that male stereotyping and exclusions from internal networks keep women from advancing.[24]

In addition, corporate downsizing has resulted in the loss of supervisory and low-level management positions, that were formerly routes for women and minority men into higher-level management.[25] For the great majority of women, the glass ceiling is much lower: it feels more like a brick wall.

Finally, despite progress in overcoming barriers, sex discrimination continues to exclude many women and minorities from meaningful opportunities, reduce their economic security, and crowd them into a relatively small range of jobs. Paired-testing studies conducted by the Fair Employment Council of Greater Washington show that black women with identical work experiences, demeanor, and interviewing skills are less likely than white women to receive job offers when they apply for jobs.[26]

During the past five years, surveys have shown that at least one in five working women reported sexual harassment at some time in their lives. This form of discriminatory behavior is designed to exclude women from non-traditional occupations or advancement opportunities.[27]

Advancement and Training: What Works!

In 1995, the Federal Glass Ceiling Commission made a whole series of recommendations for breaking the Glass Ceiling including outreach, mentoring and training.

State and local governments, non-profits and businesses, featured on the Honor Roll, are offering training programs and educational incentives — as well as mentoring and advancement opportunities — to improve skills and reduce turnover among their employees. In addition, non-profit community groups are adding to the human capital of their target populations by offering training programs to women in non-traditional, blue collar occupations. These efforts include:

♀ Computer technology classes for girls;

♀ Networks to decrease isolation at male-dominated workplaces;

♀ Developing new positions;

♀ Changing corporate culture; and

♀ Increasing the number and size of women owned businesses.

Advancement and Training Honor Roll

A Strategic Plan to Achieve Gender Equity

The University of Michigan (UM)

UM in Ann Arbor has launched a strategic plan to achieve gender equity. The University has enhanced its benefits package; initiated new

efforts to combat sexual harassment and violence against women; begun offering flexible scheduling options; improved advancement opportunities for women employees; and established scholarships for child care. Offered for the first time in October 1994 was life insurance for an employee's spouse, same sex domestic partner and children; a vision plan for families; a long-term care plan with an option to insure in-laws; and enhanced dental coverage. In 1995, two staff members were hired to receive formal complaints of and lead educational seminars about sexual harassment. In 1995, two units in the Business School started a successful one-year pilot program of flexible schedule. It resulted in increased morale, improved customer service, increased productivity and less overtime. UM launched the "10 New Lines" program whereby extra money is provided to departments to recruit outstanding women. In the fall of 1994, UM launched a three-year project to focus on issues of concern to women of color in university settings. The University of Michigan has 36,687 students (17,085 of whom are women), 3,923 faculty and 19,076 staff. It is the largest employer in Washtenaw County.

Women in the Trades

Boston Women's Fund

The Boston Women's Fund has initiated a variety of projects to increase the participation of women of color in the trades, enhance trades women's leadership skills and break down barriers including sexual harassment, racism and non-compliance with hiring standards. The Boston Trades Women's Network provides a series of workshops to teach trades women organizing and leadership skills and decrease their isolation at the worksite and in their unions. This program, started in December 1994, has benefitted almost 30 women in blue collar trades so far. *The Kuumba Girls Technological Initiative* was launched in June 1995 to help pre-adolescent African–American girls master computer technology, develop reading and writing skills and provide information about career choices. The program runs in the summer months and accommodates 10 girls. The Boston Women's Fund is a non-profit organization with 7,000 members.

Networks are Created

The St. Paul Companies

In April 1994, a women's network was established at The St. Paul Companies to bring company groups together to discuss corporate and women's issues. The network's objectives are to influence corporate culture as it affects women, address career development issues, and increase visibility of women's concerns. The network has created numerous venues for women employees to share information and discuss common concerns including speakers' forums and an electronic mail bulletin board. The St. Paul Companies, a group of insurance companies located in St. Paul, Minnesota, employ 12,000 workers of whom about 70% are women.

> *An evaluation of this program documented the following positive outcomes: better service to customers, increased staff flexibility, improved communication and cooperation, lower staff turnover and increased productivity.*

200 Companies Unite to Promote Women-Owned Businesses

The Dallas Women's Covenant

The Dallas Women's Covenant is an economic development compact signed by more than 200 Dallas-area companies in May 1994, to increase hiring and promotion of women and to increase the number of women-owned business. As a result of this initiative, the Women's Board Placement Program has set up a database of resumes from women interested on serving on corporate or business boards of directors. The North Texas Women's Business Council has developed a procurement certification agency specifically for women which, in less than a year of operation, has certified more than 150 women. The North Texas Women's Business Development Center has brought together several Dallas women's business groups to successfully apply for an SBA demonstration project grant.

Partnerships Work: Career Ladders for Women

Communications Workers of America (CWA) and NYNEX

Through a collective bargaining agreement, CWA and NYNEX have begun offering women workers at this "Baby Bell," serving New York and New England, the chance to move into better paying craft jobs. The union/business partnership used two strategies to open up some of the top craft jobs to women. First, they created a new title called Telecommunications Technical Associate, under which promotion is based on seniority, not previous work experience. Second, they revised the Upgrade and Transfer Plan. Nearly 20,000 woman craft workers have been affected by this change. Approximately 200 women to date have been able to advance.

American Federation of State, County, and Municipal Employees (AFSCME) Council 93 and Middlesex Community College

In December 1995, AFSCME Council 93 and Middlesex Community College initiated the "Educational Training Partnership Program" to enhance the work lives of union members through workshops at all 29 state and community colleges. Union members, most of whom are women, participate during work hours in workshops on the history of labor, issues in the workplace, health and safety, and personal/professional development.

Overcoming Sexual Discrimination/Sexual Harassment

To overcome discrimination, the Women's Bureau has always informed working women of their rights under the law as consistent with Supreme Court rulings. Through its "Don't Work in the Dark!" education campaign, the Women's Bureau also provides information and referrals on the legal protection against pregnancy discrimination and sexual harassment.

Some employers and organizations have been addressing this issue through zero tolerance guidelines, education programs and training. The Honor Roll programs below showcase efforts on the part of non-profit legal services and Commissions on the Status of Women to take action against discrimination through the courts and through public education.

Education Program for Women's Rights Offered

Legal Assistance Foundation

In September 1995, the Women's Law Project of the Legal Assistance Foundation initiated a project to educate women whose primary language is Spanish (including immigrant and refugee women) about their legal rights at work and help them develop strategies when negotiating with employers. The Project is also available to provide free legal advice and, where appropriate, free representation. The focus is on discrimination in hiring and employment, sexual harassment, pregnancy discrimination, unemployment insurance, minimum wage, and overtime pay. Approximately 50 women have received individual legal assistance and 200 have been reached through educational seminars. The Legal Assistance Foundation, located in Chicago, Illinois, has approximately 100 members.

Training Addresses Gender Differences

Brookhaven National Laboratory

The Brookhaven National Laboratory began the first of a two-part training program to address gender and cultural differences in the workplace in March 1996. By mid-April, 240 of the 3,200 Upton, New York workers had received training on sexual harassment awareness. Eventually all employees will receive the training. This program is particularly significant to BNL's workforce because there are three male employees for every one female.

CONCLUSION

The *Working Women's Count! Honor Roll* was launched just one year ago to address the concerns of working women across the country for better pay and benefits, a family-friendly workplace, and equal opportunity. One short year later, we are paying tribute to the "First Honor Roll Class," and over 2 million working women who have benefitted from these programs. To become part of this Honor Roll, employees and employers overcame challenges and made commitments to improving the lives of working women and their families. Included in this class are programs submitted by businesses and non-profits, labor union locals and management, and networks of executives and tradeswomen.

The Honor Roll program has also demonstrated that much is to be learned from these initiatives to improve pay scales, increase pay equity, provide health care and pension benefits, prevent discrimination, and encourage training and career advancement.

♀ Although not enough Honor Roll programs address women's concerns for improved pay and benefits, programs and policies that help workers balance family and work responsibilities have taken root and are spreading across all types of organizations and all sections of the country.

♀ No company is too small to provide benefits and no company is too large to create networks. Coalitions and cooperative efforts work. Firms with five workers can provide health benefits, labor and management can join to provide day care, offer training, and create career advancement ladders. All companies can treat workers as investments; all companies can treat workers with dignity.

♀ There are multiple ways to address fears of falling off the tightrope without a safety net. There should be no excuses for not implementing at least one program or policy. The diversity of the models should be inspiration for creating new paradigms for change.

♀ Initiatives between government, the private sector, and labor unions can leverage dollars to create new and better jobs, improve standards for workers, clients, and consumers. These joint initiatives can provide new services that meet women's needs.

This report has highlighted only the first group of programs that make work better for both women and their families. Additional programs will be added to the Honor Roll in the near future. The most important lesson of this effort is that the commitment of the Honor Roll initiative and its impact requires the active participation of working women, and their employers, unions, and community organizations, to continue to voice the problems they face, and to share solutions to overcoming these problems. Your efforts to make the workplace better for ***all*** workers will not go unnoticed.

ENDNOTES

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25. Shaw, *et al.*

26. Marc Bendick, *et al.*, "Measuring Employment Discrimination Through Controlled Experiments," Washington, D.C.: Fair Employment Council of Greater Washington, 1993.

27. Newsweek, October 1991.

APPENDIX I:
Additional Models

The models described here represent a cross section of the "First Honor Roll Class." They were chosen to reflect new efforts to bring about substantial improvement in women's work lives in each of the three categories that women identified as crucial to their progress.

Improving Pay Honor Roll

Ad Hoc Group for Child Care Salaries

In April 1996, the Ad Hoc Group for Child Care Salaries — a Kansas City, Missouri-based non-profit organization — established the goal of raising $100,000.00 by January 1997, for the salary increase of its child care workers. By raising salaries, the Ad Hoc Group hopes to reduce teacher turnover rates and increase training and child program quality. They hope also to improve the ability of the staff to work effectively with families. Staff training requirements and application procedures have been formulated in cooperation with two participating organizations, the Berkeley Child & Family Development Center and the Mid-America Council.

Totem Association of Educational Support

Totem Association of Educational Support, a labor union in Anchorage, Alaska with a membership of 870 support personnel, negotiated a new contract with the Anchorage School District in August 1995. The contract calls for increases in pay and bonuses, which may be applied as a credit toward health benefit plan. It also requires that all employees with five or more years in their present job classification be eligible to apply for their Mastery of Classification Certificate (MOCC), which would provide a salary increase of ten percent. The union's membership is more than 90 percent women. Most are teachers' assistants, secretaries, bilingual tutors, and clerks.

Revaluing Women's Work Honor Roll

Rockland County, New York

To increase the salary of undervalued women workers, Rockland County has pledged to undertake a pay equity/job evaluation study. Key aspects of the study have been accomplished, including development of a gender bias-free questionnaire; a pilot study that included face-to-face job audits; and the distribution of the questionnaire to all employees. The county is in the process of using the final results of the study to develop and implement a new job evaluation system, which will establish compensation levels for all county employees in a fair and consistent manner. The factor system will provide the basis for men and women to be compensated by the same standards. This should result in improved pay scales for many of the women in the county's workforce.

The State of Rhode Island and the Providence Plantations Department of Administration (DOA)

The Providence Plantations Department of Administration launched a series of initiatives to improve the pay, benefits, and working conditions of about 1,000 employees. DOA's efforts to promote pay equity were among the most significant. In 1994, the Rhode Island General Assembly established a legislative pay equity commission to assess the wage gap in the RISG (Rhode Island State Government), the municipalities and the private sector. The DOA has two representatives on this commission. Through a FY 1996 budget appropriation, which resulted from the work of the legislative study commission on pay equity, the DOA was able to contract with a consultant to update its pay classification system. It is hoped that this modernization of the classification system will ensure fairness and equity in pay.

Health Benefits Honor Roll

The Massachusetts Association of HMOs

The Massachusetts Association of HMOs, a small non-profit organization, began providing dental insurance for its employees and their families in January 1995. The association, located in Boston, has a plan that allows employees to choose either individual or family coverage. For an individual plan, the employee pays 25 percent of the premium; for a family plan, the employee pays 50 percent of the cost difference between the individual plan and the family plan. This new benefit creates a positive change for the five female and seven male workers by providing increased economic security for them and their families. Altogether, the plan covers approximately eighteen people.

State of Arkansas

The State of Arkansas, under direction of the State Personnel Administrator in Little Rock, initiated a project in March 1996 to increase the health insurance benefit for 24,000 State employees. To support the employee insurance plan, the State increased its matching level from $222 to $251 per month for each employee. The State also implemented other policies and benefits including: job sharing; time off to attend school functions; and inclusion of a child care benefits under a cafeteria plan, whereby employees may defer money tax-free for day care.

Pension Rights Honor Roll

Walker Richer & Quinn, Inc. (WRQ)

During 1995 and 1996, WRQ implemented a new 401K retirement plan, which provides a 100% match of employee contributions up to 6% of gross pay, plus an additional 3% of gross pay depending upon the profitability at the end of the year. WRQ, which currently covers 100% of medial and dental premiums for employees and their dependents or domestic partners (medical only), also added Group Health Cooperative as an additional medical care provider.

On- or Near-Site Child Care Honor Roll

Resort Condominiums International, Inc. (RCI)

RCI, a business with 1,400 employees in Indianapolis, Indiana, opened the RCI Child Care Center to further serve the children and families of RCI employees. The center serves 176 children, ages six weeks to six years. Because RCI contributed the land for the center and financed its construction, Children Today can afford to offer RCI employees corporate rates of 25–40% below market rates. In addition, RCI will subsidize the center's fees for RCI children by $25/week for full-time enrollments or $5/day for part-time enrollments. The maximum fee with subsidy will be $80/week for full-time infant care. A comparable child care center in close proximity to RCI currently charges $153/week for infant care.

Downtown Child Development Center

The Downtown Child Development Center provides near-site child care services for children of employees in Downtown Bakersfield, CA. The center, operated by the Kern County Superintendent of Schools, offers full day child care for six week old infants through five year old children. It operates from 7:30 a.m. to 6:00 p.m. Monday through Friday. The center is also open on weekends and evenings for special events downtown. Five employers are part of the consortium that funds the center. Each employer purchases slots for their employees at $1,000 per year, per slot. This gives the employee a significant discount on child care fees and offers first choice for center openings. Many employees use their lunch hour to visit their children at the center which is conveniently located just blocks from the offices of the participating companies. The center currently serves 78 children.

Allied Signal

Allied Signal opened its first on-site child development center at its New Jersey facility. The center is subsidized by the company on a sliding fee scale to make it available to all levels of the 1,174 male and 590 female employees at this site. The center accommodates 90 children with both full-time and back-up/emergency care slots, and, so far, 123 Allied Signal families have used the center. Since the opening, the company reports an increase in productivity and employee morale. Allied Signal is a Fortune 100 advanced technology and manufacturing company operating 400 facilities in 40 countries worldwide with 77,500 employees. It primarily serves the automotive, aerospace, and engineered materials markets.

Hospital and Health Care Employees Union

The Hospital and Health Care Employees Union of Rochester, New York has a membership that is 80% female. As a result of a Spring 1994 survey to assess the child care needs of members, the union is providing more evening and weekend child care to allow greater participation of women in union activities. The availability of the child care frees union women to become knowledgeable on a wide range of issues and allows them to take on leadership roles.

Paid Leave Honor Roll

Communities in Schools — San Antonio, Inc.

Since April 1994, the San Antonio, Texas, Communities in Schools After School Program has provided services to children and their families in 12 elementary schools and nine additional sites. Free activities provided include homework assistance, Boy and Girl Scout Troops; remediation on computers; board games; outdoor sporting activities such as baseball, dodge ball and jump rope; and arts and crafts. Occasional field trips to museums, libraries, and cultural events are incorporated to provide diversity for the community served. Specialists are brought in to talk with families who have experienced violence, and mentors are recruited from the community to supplement adult supervision. Parenting programs and career enrichment are also offered. The purpose of these programs is to enrich the lives of students whose parents work or do not have the resources to supplement extracurricular activities.

Life Partners Group

The Life Partners Group of Englewood, Colorado, is one of 11 South Metro Denver area firms that belong to the South Employers Dependent Care Association (SEDCA). A major benefit provided by SEDCA is in-home sick and emergency care. Providers will come to an employee's home to care for children when they are sick or their normal care falls through. The program is highly subsidized by LPG and other SEDCA member companies. A sliding fee scale is charged for services used. If an employee earns less than $25,000, the employee pays $1.50 per hour for the service; those with salaries between $25,000-40,000 pay $2.50 per hour; and those with salaries above $40,000 pay $5.00 per hour. Fifty employees have enrolled in the SEDCA dependent care program since it began March 1, 1996.

The Consortium, which includes Massachusetts General Life, Philadelphia Life, Lamar Life, and Wasbash Life, has found that the SEDCA program is an excellent recruiting tool.

University of Arizona

In August 1994, the University Office of Child Care Initiatives was established to provide a coordinated approach to this issue for University faculty, staff and students. The office is staffed by a full-time coordinator and half-time administrative secretary. In January 1996, the university started the Employee Child Care Voucher Program with $50,000 (local funds). Employees receive their reimbursements through payroll, ensuring that each payment is made in a timely and cost-effective manner, and that both the University and employees are kept up-to-date regarding potential tax liability. Priorities for vouchers go to full-time employees earning less than $25,000. Additional benefits are available to eligible employees such as child care referrals and a sick child program. Participants in these programs have the following characteristics: 70% report family incomes of less than $26,000; 85% are classified employees; 15% are faculty or academic professionals; 82% are female employees; 30% are single heads of households; and 27% have more than one child in care.

Employment Law Center

The Employment Law Center, a project of the Legal Aid Society of San Francisco, represents low-income disadvantaged people in employment cases. Part of their activities includes a workers' rights clinic. In September 1995, the Center launched the Work and Family Leave Project, designed to communicate Federal and State family and medical leave guarantees to women in low-wage occupations and to assist low-income workers in obtaining family and medical leave. There are three components of the Project: community outreach including training workers' advocates on leave laws; a 1–800 Information Line; and enforcement actions. The Employment Law Center continues to bring administrative and legal actions against employers who violate federal and state family and medical leave guarantees. The Center also has assisted employees with administrative complaints and negotiations with their employers.

Colorado AFL-CIO

The Colorado AFL-CIO implemented a "Bring Your Baby to Work" program in July 1995. The new policy allows parents to bring their newborns to work with them for the first six months. After the six month period ends, reassessment may be made on a case-by-case basis. This policy will allow mothers to return to work sooner and save them a lot of money on child care costs. One mother gave birth in April and immediately brought her child to work with her when the policy was implemented. A second mother followed in late summer 1995. Of the 22 employees in the Denver office, 19 are women.

Reduced Hours/Flex-Time Honor Roll

KPMG Peat Marwick LLP

This professional services firm with 17,760 partners and employees, launched a Flexible Work Program in May, 1994. All KPMG people were given the opportunity to apply for flextime, flexiplace and/or a flexible work schedule. Job sharing was also made available as a local office initiative. In addition, the firm launched a Child Care Discount program starting October 1994 whereby KPMG contracted with three large multi-state child care providers to offer 10% tuition discount to families.

An employee survey conducted in 1996 revealed that the flexible program participation rate was about 7% and, of those, 69% said they were able to maintain their family/work life balance.

Art Anderson Associates

Art Anderson Associates is a small, family-owned, private, architectural, facilities, and marine engineering services firm with headquarters in Bremerton, Washington. The current workforce is comprised of 63 employees, 38% of whom are women. In 1995, the firm implemented flexible work-leave policies, which allow leave to be accumulated indefinitely to provide for extended paid leave periods. Also approved was additional unpaid leave whenever possible to accommodate longer leaves, such as unplanned emergencies and extended vacations. Many of the company's employees work "non-standard" workdays or work weeks, tailored to their personal schedules, including part-time schedules, four-day weeks, and flexible work times. When one senior professional had a child, a new "work-at-home" program was implemented. This arrangement has been working successfully and has benefitted both the employees and the company.

At Art Anderson Associates, we practice family-friendly policies and programs because we believe it's the right thing to do. We see a tangible benefit as well, however. Because we seek to continue to thrive in an increasingly competitive marketplace, we must recruit and retain talented people. The quality of our staff and our low employee turnover speak to the value and benefit of our family-friendly programs.

City of Kansas City, Kansas

In July 1996, the City of Kansas City negotiated and began implementing flexible leave policies for its employees. The proposal is an alternative to the traditional five-day work week. Workforce demographics indicate the growing number of single parents and women entering the workforce. The City of Kansas City, Kansas' flexible plans will allow employees the opportunity to adjust their arrival and departure times within specific ranges. As a result, employees should be able to balance work and family responsibilities better.

Hewlett-Packard

Hewlett-Packard (HP), a Palo Alto, California-based computer technology company with 61,000 domestic employees, combined individual benefits programs into the Work/Life Program in December 1995. Major features of the Work/Life Program are: adoption assistance, cash profit sharing, employee assistance program, dependent care resource and referral, flexible work hours, funeral leave paid time, health benefits programs, job share/job split, and telecommuting. This project makes a direct difference in the lives of 28,000 HP working women.

RESPECT AND OPPORTUNITY ON THE JOB
(Valuing Women by Combating Discrimination and Providing Training and Advancement Opportunites)

Training, Skills, & Leadership Development Honor Roll

San Francisco Commission on the Status of Women

The San Francisco Commission on the Status of Women was formed to explore the issues affecting women in the city and county of San Francisco, California. The Commission formed a Task Force to design a plan for improving the sexual harassment policies for the City and County of San Francisco, based on a study completed in August 1994. Twenty members, selected from the private sector and City and County employees, were appointed to the Sexual Harassment Task Force in May 1995. The Commission on the Status of Women agreed to staff and chair the Task Force which was divided into three working subcommittees focused on procedures, guidelines, and training. The Procedures Committee recommended specific changes to the internal complaint process. The Guidelines Committee devised one standardized, citywide sexual harassment policy and drafted a set of frequently asked questions and answers to provide direction to all City and County of San Francisco employees. This committee also drafted suggested revisions in the performance evaluation form for supervisors which will assist with sexual harassment prevention. The Training Committee developed a training model and planned the organization and coordination of sexual harassment training for all City and County personnel.

Rutgers University

In an effort to increase the participation of women employees in craft jobs throughout the University, Rutgers — a major public research university serving three cities in New Jersey — initiated a new recruitment program. This program will enlist women who have successfully completed the University's craft trainee program to help recruit employees working in unskilled jobs to enroll in the craft training. The craft training will enable the women to qualify for nontraditional, higher paying skilled crafts positions. In addition, the University implemented a new program to prevent sexual harassment. The new program encourages students, faculty, and staff to report harassment informally and explore resolution. It has produced a revised policy that is clear, concise, and understandable; created a revised set of procedures for implementing the policy; and will

ensure that all faculty, staff, students, and those who do business with the University are educated about the new policy and procedures. The program has also broadened its scope to include all types of illegal harassment (on the basis of race, religion, color, national origin, ancestry, age, sex, sexual orientation, disability, marital, and veteran's status.) This allows focus on the coercive and unwanted aspect of harassment, rather than on the sexual content of sexual harassment.

Women's Housing Coalition (WHC)

WHC, located in Albuquerque, New Mexico was created in April 1996 to help women achieve economic security through better paying jobs and affordable housing. The Women's Housing Coalition provides a free Basic Property Maintenance Training Class, which teaches low-income women the fundamentals of carpentry, wiring and plumbing. The purpose of this course is to teach women to maintain their own properties as well as to give them the opportunity to enter traditionally male-held fields and earn better pay. Last year's class had a high drop-out rate due to the obstacles faced by enrollees. These included homelessness, child care and transportation needs, even a lack of appropriate clothing and footwear. WHC has provided more assistance to overcome these obstacles and expects all of the women who started class in April 1996 to graduate. Three program alumni began the class while living in a domestic violence shelter (one of them with her 9 children.) All three have since found housing for their families. Throughout the training classes, the women have supported and encouraged one another, and the team building has become a source of pride and education for them. WHC also has a program that offers below market-rate, transitional housing to single women with children who are working, attending school, getting vocational training or volunteering to achieve job skills. This program has grown from 5 to 69 units and has given many women the opportunity to gain job training with the security that their housing is affordable.

The Turning Point

Starting in the fall of 1994, the Turning Point — part of the Ogden-Weber Applied Technology Center — and the Gender Equity Training Center at Weber State University (both located in Ogden, UT) have teamed up to sponsor an Apprenticeship Fair encouraging women of all ages to enter high paying apprenticeships. The Fair's goal is to encourage women to enter apprenticeships that range in salary levels from $7.50–$20.00 per hour. Fliers and newspaper ads are targeted to high school students (both male and female), single parents, and displaced homemakers. The State Apprenticeship Director, local employers, and currently enrolled apprenticeship students talk to participants about accessing apprenticeships and the apprenticeship experience. As a direct result of the 1995 fair, the number of women enrolled in the apprenticeship programs more than doubled. Plans are underway to enlarge the Fair to attract additional participants, more employers and more students.

Olympic College

Since September 1995, the Women's Programs of Olympic College, located in Bremerton, WA, have worked cooperatively with the Bremerton Fire Department and the Olympic College Physical Education Department. The purpose of this collaboration is to develop physical fitness training classes as part of a degree curriculum for women who are specifically interested in qualifying for non-traditional occupations. Thirty of the women served by this project are single heads of household and many are current or former welfare recipients. As of June 1996, nine women will be inducted into the two year Firefighter program with an adjunct physical strength component. The program plans to serve many more women because the Bremerton Fire and Police Department have been required to hire more qualified women and minorities. This project has also helped women accumulate credits to qualify as Emergency Medical Technicians.

Western States Operating Engineers

Western States Operating Engineers, located in Spokane, Washington, is a state licensed non-profit that provides trades training through an apprenticeship program. In May 1994, they began an apprenticeship training program specifically designed for women wishing to enter the trades. The women are recruited from two local training sources as well as the Dislocated Worker Program. Working closely with the International Union of Operating Engineers Local 370, the eight week program trains women for positions as heavy equipment operators, mechanics, and technical engineers. Once the women are placed with employers, there is a 2,000 hour follow-up to ensure they are successful on the job. Most of the women entering the program have had low-paying, no-benefits work experience, so this program dramatically increased their pay and benefits. The program has trained 20 to 25 women since its inception. Women account for 22% of all trainees.

YMCA Women's Opportunity Center

In December 1995, the YMCA Women's Opportunity Center in Mt. Laurel, New York adopted several strategies to value women's work through job training and career advancement. First, they introduced a non-traditional training program for "Women in Construction" trades. Training is available for underemployed and unemployed women seeking a career transition. So far, 20 people have taken advantage of the training. In June of 1995 and 1996, the YMCA sponsored "Partners in Change" Awards via *Women's Work!*, the National Network for Women's Employment. These awards recognize employers who have hired displaced homemakers, generating media attention and encouraging other employers to do the same. Finally, from March 1995 to June 1996, the YMCA held seminars on salary negotiations that taught women the skills they need to achieve better pay and benefits.

Urban League African–American Leadership

In September 1995, the Urban League of Southwestern Connecticut, a non-profit organization with more than 5,000 members, launched the African–American Leadership Development Program. Twenty-five men and women with leadership qualities were recruited and placed in community centers where they initiated projects and assumed leadership roles. In a collaborative effort, participants carried out their respective projects addressing a variety of community needs. All the participants are reported to have been effective team leaders and have enhanced their leadership skills.

Highlander Research and Education Center

This large non-profit, located in New Market, Tennessee, began its seven month Southern Appalachian Leadership Training (SALT) program for emerging community leaders. This series of residential workshops is designed to build self-esteem, strengthen skills, broaden an understanding of the underlying causes of social and economic problems, and provide a support base for program participants. The multi-cultural participants are predominately low-income working women from Tennessee, West Virginia, Alabama, South Carolina, Georgia, Virginia, North Carolina, and Kentucky. Fellowships were provided to 10 women participants which included travel reimbursement, food and lodging during workshops, on-site quality child care, and a small monthly stipend. Once the program is over, participants become part of the Highlander's network of community organizers. A second cycle of SALT was started in May 1996, and each cycle will impact 20–25 participants. Highlander was established in 1932 to promote the development efforts of grass roots community groups.

Advancement and Training Honor Roll

Metro-North

Metro-North, a commuter railroad serving New York and Connecticut, began two programs to recruit and retain women employees. The railroad employs about 5,600 workers, only 11 % of whom are women. A college prep program was begun in February of 1995. This program helps to prepare women for engineering degrees which can lead to non-traditional employment and higher salaries. The "Reduced Hours Program" was implemented to permit employees to meet dependent care responsibilities by working a reduced work week for up to one year with benefits and job protection. This program provides necessary job stability for new mothers.

Tulsa City/County Health Department

Tulsa City County Health Department, located in Oklahoma, adopted a career ladder program in 1995 to be funded in Fiscal Year 1996/1977. A career ladder is an arrangement of various jobs from bottom-rung entry

level jobs to top rung jobs that are the highest paid and have the most responsibility. When employees at one rung meet performance, skill, experience and qualifications, they are considered for the next rung. Through this program, most employees will be able to "go somewhere" on the job. When performance, skill, experience and qualifications are satisfied, the employee is considered for promotion to the next level. In addition, the Leave Share program, which began in January 1996, allows employees to donate sick and annual leave to a fellow employee who has exhausted annual and sick leave. In April 1996, Diversity Training began. Employees are trained to conduct workshops. All aspects of diversity are addressed: race, religion, national origin, sex, and age. The Department feels that all employees will benefit from these programs. The Department employs 210 workers, 70% of whom are women.

Lockheed Martin Tactical Aircraft Systems

Lockheed Martin Tactical Aircraft Systems began a project in February 1995, to increase diversity in upper management through the Executive/Management Development through Growth Enhancement (EDGE) program. The program focuses on two areas of development: exposure/visibility, which provides recognition and credit, and training, which builds skills. EDGE is intended to increase management diversity, the number of mentoring relationships, the implementation of individual development plans, and the visibility of women executives. Women comprise 20% of the overall company workforce but 65% of the first EDGE class. Lockheed is a business with 11,500 employees, located in Fort Worth, Texas.

YWCA, Boise, Idaho

Since May of 1994, the YWCA of Boise, Idaho has allocated funds for its staff of 28 women to take at least two job trainings per year. Training may be pertinent to their current position to prepare them for career advancement. In addition, since June 1994, staff has been allowed to use sick leave and/or vacation time for ill immediate family. The YWCA also allows salaried staff (management/administration) to make up time missed if they prefer. Hourly wage staff may use compensation time for such emergencies. In addition, staff may take paid time off for the death and funeral of immediate family members as needed.

Eastern Idaho Technical College

In November 1995, the Center for New Directions located at Eastern Idaho Technical College initiated the Work Based Learning Mentoring Program. The program is designed to provide counseling for women, primarily displaced homemakers, participating in training for non-traditional careers. This year, the program involved approximately 10 students and business professionals in mentoring relationships. Prior women students, currently in non-traditional jobs are interested in becoming mentors to current women students. The Center will measure the effect of the mentoring program on the job search of graduating students.

Coalition of Labor Union Women

The Puget Sound Chapter of the Coalition of Labor Union Women of Seattle, Washington organized a network for trades women in the Pacific Northwest. The Network advocates fair hiring, contract compliance, and equal opportunity for all women and minorities in the trades in the Pacific Northwest. The Network has regularly scheduled meetings and seminars on establishing a city-run database of trades women, city affirmative action policies, construction contracts and compliance, and the establishment of an electronic bulletin board with job openings, apprenticeship opportunities and projects. In May 1996, the Network was a participating sponsor of the 1996 Women in Trades Fair as well as the 1996 Pacific Coast Trades Women Summit. Membership in the Network has expanded to 110, 80% of whom are women, with members from as far away as Alaska.

The Alaska Trades Women Network

The Alaska Apprenticeship Information Center in Anchorage formed the Alaska Trades Women Network in January 1996. Its purpose is to bring together women presently working in or entering apprenticeship training programs with members of the building and construction industry in Alaska. The first organizational meeting was held in January 1996. The network is open to women who work in union and non-union construction jobs statewide. The International Brotherhood of Electrical Workers Local 1547 donated space for monthly meetings and seed money to the network. A yearly dues amount of $20.00 has been established to help cover miscellaneous expenses. Day care is available at monthly meetings. Alaska Trades Women Network members volunteer their time to attend career fairs in Anchorage and Palmer, Alaska in order to talk face-to-face with prospective new trades women.

The Professional Development Network

The Professional Development Network, located in Ft. Worth, Texas, is a non-profit organization made up of a coalition of 35 community agencies. For the past year, the coalition worked on strategies to increase the retention rate among child care providers. Through the Child Care Training (CCT) Project Camp Fire, approximately 5,000 providers in an 18-county area have received high quality child care training. Qualified child care providers are able to pursue Child Development degrees or the Child Development Associate Credential with college scholarships offered by CCT. Approximately 350 providers have received college training in Child Development and CDA since November 1994. This college education translates into better care for children.

Wilmington, Delaware Maintenance Facility, Amtrak

The women employees of the Wilmington Maintenance facility began organizing women's issues networking lunches in November 1995.

The facility, which has 800 employees, has only 65 women. These lunches were organized to bring women together so that they did not feel isolated. As a result of the networking lunches, women employees have opportunities to learn about a variety of other topics related to women, meet role models, hear speakers, showcase their own accomplishments, and network.

Women's Network, The United Food & Commercial Workers Union (UFCW) Local 789

The purpose of the Women's Network, a committee of Local 789, is to motivate and educate UFCW women to increase their participation in union activities and programs, and to develop programs that address the common problems and concerns of union women. The Network also encourages the hiring and promotion of qualified women to leadership and policy making positions at all levels within the labor movement. According to Network members, increasing women's participation in the local union results in enhanced union strength at the bargaining table, better pay and benefits, and new organizing campaigns. This year, the Network developed a workshop on "Keeping Yourself Physically Safe," a campaign for a non-violent workshop, and has supported a neighborhood shelter. The local is in St. Paul, Minnesota and has 7,500 members.

Partnerships Honor Roll

Chase Manhattan Bank, NA

Chase Manhattan Bank, which is headquartered in New York, New York, and employs more than 25,000 workers worldwide, has launched several initiatives to build a more family-friendly workplace and community and to develop employee skills. Family-friendly initiatives include a pilot work-at-home program through the company's credit card group, an expanded back-up child care center at corporate headquarters with a parents' resource library, and an extension of free on-site child care services for new parents for eight weeks beyond the 20 free days previously allotted. New parents can also participate in a parent support network and a parent education program. Altogether at least 11,000 employees, of whom 7,000 are women, were impacted by these services in 1995. Chase Manhattan also offers a telephone elder care resource, referral and counseling service and matches employee contributions to hundreds of volunteer organizations, particularly those identified as addressing the needs of working mothers and their children. In 1994, Chase Manhattan instituted leadership training programs and a Performance Management Policy through which thousands of women employees have developed their skills. In addition, the bank paid tuition fees in advance for some 2,000 employees taking college level courses.

American Association of Retired Persons (AARP)

In December 1994, AARP, a 33 million member association that advocates on behalf of retired people, began implementation of an employee Work/Life Program. Designed by an internal task force in response to an employee opinion survey, the program includes a toll-free resource and referral number (provided by Work/Family Directions in Boston), which AARP staff used more than 800 times in 1995, with 64% of the calls for child care resource and referral or educational materials. AARP also began contracting for discounts on goods and services such as summer camp, dependent care products, day care and emergency (in-home) care/services, and established a program for workplace visits by employees' children. To promote workplace flexibility, AARP has begun offering a compressed work week (4 day and 9 hours per day) now used by 15% of the 1,100 headquarters staff; encouraging telecommuting, work-at-home, part-time and job-sharing options; allowing non-exempt employees to adjust work schedules; and urging managers to grant discretionary leave to exempt staff. AARP has conducted more than 60 sessions across the country to orient staff to this new workplace flexibility program. AARP has 1,800 employees.

Teubner & Associates

Employees at Teubner & Associates, a 57 person software development company in Stillwater, Oklahoma, can take paid dependent care leave to be home with sick children when necessary, as well as paid leave to attend funerals and parent/teacher conferences or perform community volunteer work with managerial approval. Employees have flex-time options and are permitted to bring their children to work and keep them at their work station — on occasion and for short times — if necessary due to lack of child care. All employees are offered training to enhance their skills and education within their field. The company sponsors employees to attend Leadership Stillwater which is designed to ensure future civic leadership by developing the skills of emerging and potential leaders from all sectors of the community. One third of company employees are women.

Chinese Community Center

The Chinese Community Center in Houston, Texas began a 403(b) plan for all employees in January of 1995, and offered a workshop led by a financial planner on the necessity of planning for retirement. Fifty-eight of the 59 participants were women. The Center opened an after-school tutorial program for children of immigrants in September 1995 which provides individual counseling and cultural awareness training as well as parenting classes for parents of the children. Forty to 50 children benefit from this project per month. Finally, the Center began a literary training and job training program for Asian immigrants in February 1996 to prepare them for clerical and entry level positions. One-hundred participants will be trained per year.

Homeworkers Union, SEIU Local 616

In November 1994, the Service Employees International Union Local 616, a labor union in Alameda County, California representing home care workers, began to set up two neighborhood-based Workers Centers with the Labor Project for Working Families (a non-profit organization). The Centers help provide job referrals, training, and support services for approximately 4,000 Alameda County home care workers employed through a government funded program called In Home Support Services (IHSS). These IHSS home care workers make $4.25 an hour and receive no benefits. Support services have included: locating a substitute when sickness or family emergencies takes a home care worker away from her job, setting up a child care exchange and providing assistance with transportation. Workers in West Oakland have set up a worker run "job co-op" to find jobs and training for home care workers. The East Oakland Center is focusing on raising the minimum wage. Approximately 700 home care workers have benefitted so far.

Saint Joseph Health Center

In April 1996, Saint Joseph Health Center, a Kansas City, Missouri-based non-profit organization with particular emphasis on serving the poor, began offering its child development staff family-friendly services including: an on-site child care center (operating 18 hours a day, 7 days a week with capacity for 200 children); an adult day care center; the Bearly Sick program (day care for sick children); telecommuting opportunities to work at home; flex-scheduling; tuition reimbursement; student grants and loans for family members; emergency loans and grants; personal leave time in addition to FMLA; career counseling; a clerical support group; health insurance benefits for part-time employees; flexible benefits; an Employee Assistance Program; an on-site cleaners, bank and pharmacy; and food to go from the cafeteria. Saint Joseph Health Center employs 1,400 people, 85% of whom are women.

Raytheon Company and Raytheon Electronics

Between April 1994 and June 1996, Raytheon Company and Raytheon Electronics, headquartered in Bedford, Massachusetts, began offering employees health coverage for immunizations for children, annual pap smears, baseline mammograms, and health risk assessments. The company initiated 24 hours of paid time off for those with "personal and compelling purposes" and established an Employee Assistance Program providing 8 free counseling sessions and/or referral services to employees. In addition, Raytheon established Diversity Councils to help promote the value of workforce diversity and provided mentors to interest female students in area schools, colleges and universities in math and science. In 1996, Raytheon became a founding/charter member of the "Academy of Women," which provides mentors for women at risk. Raytheon has 60,000 employees company-wide, approximately 10,500 of whom are located in Bedford, Massachusetts.

Mirage Resorts, Inc.

Mirage Resorts, Inc., a 16,500 person hotel and casino conglomerate located in Las Vegas, Nevada, has initiated a number of day care and educational programs for employees and their families. The company has negotiated with 48 licensed day care centers to offer day care discounts on a sliding scale — ranging from free enrollment to 20% off weekly tuition; has made day care/child care tips sheets available; and has sponsored educational seminars on day care/child care topics. Mirage has also implemented a targeted communications plan to enroll more women employees in the company's in-house GED program (29 percent of Mirage's female employees have less than a high school diploma), and subsidizes up to 50 percent of the cost of core college courses for all employees. In 1996, 4,677 employees were impacted by the child care discount and educational assistance programs. Thirty-one of the 48 1995 GED graduates (65%) were women.

APPENDIX II:
Honor Roll List

The following is an alphabetical list, by state, of the "First Honor Roll Class" and "Partners for Change" members who have committed to making work better for working women, and for sharing and disseminating information on policies and programs that respond to the issues raised through the Women's Bureau.

HONOR ROLL MEMBERS

(AK) Alaska

Alaska Apprenticeship Information Center
1689 "C" Street
Suite #140
Anchorage, AK 99501 [Region 10]
Contact: Ms. Cynthia A. Spezialy, Director
(907) 278-4426 Type of Organization: Media
Program: AK Tradeswomen Network

Alaska Women's Conference
P.O. Box 23152
Juneau, AK 99801 [Region 10]
Contact: Ms. Ann House,
(907) 586-3680 Type of Organization: Non-profit
Program: Alaska Women's Conference

Camp Fire Boys & Girls, Alaska Council
3745 Community Park, Suite 104
Anchorage, AK 99508 [Region 10]
Contact: Ms. Joan Hurst, Executive Director
(907) 279-3551 Type of Organization: Non-profit
Program: Extension of vacation to part-time employees, Flexible work schedules to allow for family and professional development

MAPCO Alaska Petroleum, Inc.
1150 H & H Lane
North Pole, AK 99705 [Region 10]
Contact: Ms. Kathy Baumgartner, Human Resources Manager
(907) 488-2741 Type of Organization: Business
Program: "9/80 Work Schedule"; Business Conferences; Employee Assistance Program,

TOTEM Assoc. of Educational Support Personnel
1205 E. International Airport Road, Suite 101
Anchorage, AK 99518 [Region 10]
Contact: Ms. Mary Bise, President
(907) 562-1183 Type of Organization: Labor Union
Program: Negotiation of new contract

University of Alaska Small Business Development Center
430 W. 7th Avenue
Suite 110
Anchorage, AK 99501 [Region 10]
Contact: Jean Wall, Director, Anchorage Subcenter
(907) 274-7232 Type of Organization: Non-profit
Program: Alaska Women in Business, a conference for entrepreneurial women.

YWCA of Anchorage
PO Box 102059
Anchorage, AK 99510 [Region 10]
Contact: Ms. Sharon C. Richards, Executive Director of the YWCA of Anchorage
(907) 274-1572 Type of Organization: Non-profit
Program: ENCOREplus, started 01/01/95; WOMEN&fund, started 03/01/95

(AL) Alabama

Hobson City
Hobson City Hall
610 Martin Luther King Jr. Drive
Hobson City, AL 36201 [Region 04]
Contact: Ms. Willie M. Snow, Mayor of Hobson City
(205) 831-0441 Type of Organization: Gov't/Elected Official
Program: Information is Power Conference

(AR) Arkansas

Arkansas Human Development Corp.
300 South Spring Street
Suite 800
Little Rock, AR 72201-2424 [Region 06]
Contact: Chris Nichols, Director of Planning and Development
(501) 374-1103 Type of Organization: Non-profit
Program: The American Dream, a business development training program for low-income women who live in economically depressed communities. Provides training & access to micro loans for business start-ups.

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State of Arkansas

P.O. Box 3278
Little Rock, AR 72203 [Region 06]
Contact: Mr. Artee Williams, State Personnel Administrator
(501) 682-1833 Type of Organization: Gov't/Elected Official
Program: Increase insurance benefit for State Employees

(AZ) Arizona

Arizona Cactus-Pine Girl Scout Council

119 E. Coronado Road
P.O. Box 21776
Phoenix, AZ 85096 [Region 09]
Contact: Ms. Tamara Woodbury, Executive Director
(602) 253-6359 Type of Organization: Non-profit
Program: Flexible benefit plan to better support child care and family medical insurance costs

Arizona Chamber of Commerce

1221 E. Osborn Road
Suite 100
Phoenix, AZ 85014 [Region 09]
Contact: Ms. Mary Lou Bessette, Chairman of the Board of Directors of the Arizona Chamber
(602) 248-9172 Type of Organization: Chamber of Commerce
Program: Family Friendly Workplace

Arizona Gov.'s Commission on Non-Trad. Employment for Women

1700 W. Washington, #420
Phoenix, AZ. 85007 [Region 09]
Contact: Ms. Paula Cleveland, Project Supervisor
(602) 542-1755 Type of Organization: Gov't/Elected Official
Program: Establishing Nontrad Clearinghouse and other projects

AZ Public Service Company

Az Public Service Company
P.O. Box 52034/MS7466
Phoenix, AZ 85072-2034 [Region 09]
Contact: Ms. Linda Zinn, Energy Outreach Rep.
(602) 393-5708 Type of Organization: Business
Program: Health screening, job sharing and telecommuting are among the ongoing activities

City of Mesa

P.O. Box 1466
Mesa, AZ 85211-1466 [Region 09]
Contact: Ms. Jody Topping, Employee Benefits Supervisor
(602) 644-3009 Type of Organization: Gov't/Elected Official
Program: Partially Subsidized Sick Child Care Program, Elder Care Consultation and Referral Program

City of Scottsdale

9191 E. San Salvador
Scottsdale, AZ 85258 [Region 09]
Contact: Ms. Connie James, Human Resources Manager
(602) 391-5106 Type of Organization: Gov't/Elected Official
Program: Eldercare program providing resource and referral, in-home assessment and back-up care services

Friendly House, Inc.

201 East Durango Street
Phoenix, AZ 85041 [Region 09]
Contact: Mr. Salvador Pastrana, Vice-President of Youth Services
(602) 258-4353 Type of Organization: Non-profit
Program: Friendly House's Family Enrichment Project

Governor's Family Friendly Task Force

1700 W. Washington
Room 420
Phoenix, AZ 85007 [Region 09]
Contact: Ms. Mary Lu Nunley, Project Specialist
(602) 542-1755 Type of Organization: Gov't/Elected Official
Program: Governor's Family Friendly Task Force

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Motorola

5005 E. McDowell Road
Phoenix, AZ 85008 [Region 09]
Contact: Ms. Gail Majors, Human Resource Manager
(602) 244-4854 Type of Organization: Business
Program: Health Maintenance; sick child care; elder care R&R; diversity training

Salt River Project

P.O. Box 52025
Phoenix, AZ 85072-2020 [Region 09]
Contact: Ms. Kathy Haake, Mgr., Human Resources
(602) 236-3570 Type of Organization: Business
Program: Latch Key Workshops

Tucson Electric Power Co.

220 W. 6th Street
Tucson, AZ 85702 [Region 09]
Contact: Ms. Bonnie Arriaga, Compensation & Benefits Analyst
(520) 884-3728 Type of Organization: Business
Program: Health and Wellness Council

University of Arizona

Office of Child Care Initiatives, Student Union #300
Tucson, AZ 85721 [Region 09]
Contact: Ms. Mimi Gray, Coordinator, Child Care Initiative
(520) 621-5844 Type of Organization: Higher Education
Program: Employee Child Care Voucher/Reimbursement for work related child care expenses

Work/Family Connections, Inc.

P.O. Box 206
Tempe, AZ 85280 [Region 09]
Contact: Ms. Ellen Delano, President
(602) 614-5236 Type of Organization: Business
Program: "Making Work and Life - Work!"

(CA) California

Alumnae Resources

120 Montgomery Street
Suite 600
San Francisco, CA 94104 [Region 09]
Contact: Ms. Anne Sparks, Program Director
(415) 274-4708 Type of Organization: Non-profit
Program: Adoption & maternity leave; career management and transition assistance

American Association for Medical Transcription

3460 Oakdale Road
Suite M
Modesto, CA 95355 [Region 09]
Contact: Ms. Claudia Tessier, Executive Director
(209) 551-0883 Type of Organization: Non-profit
Program: Improved salary & benefits; revised sick leave policy.

An Income of Her Own

P.O. Box 987
Santa Barbara, CA 93102 [Region 09]
Contact: Ms. Lynn G. Karlson, Program Manager
(805) 687-0983 Type of Organization: Non-profit
Program: Camp Start-Up

Bank of America

One South Van Ness
San Francisco, CA 94103 [Region 09]
Contact: Ms. Valerie Pinkert, Senior Vice President
(415) 241-3010 Type of Organization: Business
Program: In-Home Back-up Care (Child/Elder); Flexibility Guides

Bay Area Emergency Care Consortium

Farella, Braun & Martel
235 Montgomery Street
San Francisco, CA 94104 [Region 09]
Contact: Ms. Kathryn Oliver, Esq.,
(415) 954-4459 Type of Organization: Business
Program: Participation in a consortium of seven Bay Area Businesses, primarily law firms, offering emergency back-up child and elder care to their employees.

Chevron Corp.
575 Market Street
Room 1580
San Francisco, CA 94105 [Region 09]
Contact: Ms. Sue Osborn, Work/Family Coordinator
(415) 894-4010 Type of Organization: Business
Program: PT Employment; Job sharing w/pro-rated welfare benefits & Pension

Children First
555 California Street
San Francisco, CA 94104 [Region 09]
Contact: Ms. Kathleen Brinckerhoff, Marketing/National Alliance Coordinator
(415) 988-1935 Type of Organization: Business
Program: Employee benefits package; flexible spending plan; backup childcare; literacy outreach program

Children First Inc.
550 South Hope St
Los Angeles, CA 90071 [Region 09]
Contact: Ann Soneto, Marketing/National Alliance Coordinator
Type of Organization: Business
Program: Employees benefits package, flexible spending plan, backup childcare, literacy program

City of Compton
205 South Willowbrook Avenue
Compton, CA 90220 [Region 09]
Contact: Ms. Marcine B. Shaw, City Councilwoman
(310) 605-5590 Type of Organization: Gov't/Elected Official
Program: Stellear Development Center/Project Head Start

Crystal Stairs Inc.
5101 W Goldleaf Circle
Los Angeles, CA 90056 [Region 09]
Contact: Ms. Tanya Akel, Program Specialist
(213) 299-8998 Type of Organization: Non-profit
Program: Crystal Stairs Spanish Language Child Care Initiative Project

Del Norte Association for Developmental Services
1301 Northcrest Drive
Crescent City, CA 95531 [Region 09]
Contact: Ms. Harriet Opsahl, Executive Director
(707) 464-8338 Type of Organization: Non-profit
Program: Organizations Policy regarding the philosophy that families come first.

Downtown Child Development Center
5801 Sundale Avenue
Bakersfield, CA 93309 [Region 09]
Contact: Ms. Wendy Wayne, Division Administrator
(805) 398-5213 Type of Organization: Non-profit
Program: Downtown Child Development Center: a unique concept in near-site child care services for children of employees in Downtown Bakersfield, CA. Operated by the Kern County Superintendent of Schools.

Electric Power Research Institute
3412 Hillview Avenue
Palo Alto, CA 96304 [Region 09]
Contact: Ms. Ann Hanabusa, Mgr., Compensation & Benefits
(415) 855-2367 Type of Organization: Non-profit
Program: Added a Dependent Care Assistance benefit to our employee assistance program. It is called the Lend-A-Hand program

Employment Law Center, Legal Aid Society of San Francisco
1663 Mission Street
Suite 400
San Francisco, CA 94103 [Region 09]
Contact: Ms. Catherine Albiston, Skadden Project Attorney/Skadden Fellow
(415) 864-8848 Type of Organization: Non-profit
Program: Work & Family Leave Project

Hewlett-Packard
3000 Hanover Street
Palo Alto, CA 94304 [Region 09]
Contact: Ms. Susan Moriconi, HP Work/Life Manager
(415) 857-5952 Type of Organization: Business
Program: Hewlett-Packard Work/Life program communication activity.

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Hotel Employees and Restaurant Employees Union Local 2

204 Golden Gate Avenue
San Francisco, CA 94102 [Region 09]
Contact: Mr. Mike Casey, President
(415) 864-8770 Type of Organization: Labor Union
Program: Child/Eldercare Fund

Hughes Electronics

2000 E. El Segundo Boulevard
Building E7/S180
El Segundo, CA 90245 [Region 09]
Contact: K. A. Perkins, Human Resource Consultant Sr.
(310) 616-7352 Type of Organization: Business
Program: Mildly ill and emergency back-up child care; financial planning services

La Raza Centro Legal

474 Valencia Street, Suite 295
San Francisco, CA 94103 [Region 09]
Contact: Mr. Carmen McVety, Development Director
(415) 575-3500 Type of Organization: Non-profit
Program: Domestic Workers Project

Labor Project For Working Families

IIR, 2521 Channing Way
Berkeley, CA 94720 [Region 09]
Contact: Nesty Firestein, Director
(510) 643-6814 Type of Organization: Non-profit
Program: Labor Project Family and Medical Leave Trainings

Lideres Campesinas en California

611 S. Rebecca Street
Pomona, CA 91776 [Region 09]
Contact: Ms. Mily Trevino Sauceda, Director
(909) 865-7776 Type of Organization: Non-profit
Program: Lideres Campesinas en California/California Rural Legal Assistance Foundation

Los Angeles Unified School District Commission for Sex Equty

1836 Nipomo Avenue
Long Beach, CA 90815 [Region 09]
Contact: Ms. Lynn Shaw, Trades Women Taskforce Coordinator
(310) 430-9181 Type of Organization: school
Program: Nontraditional Career Exploration Class

Morrison & Foerster LLP

345 California Street
San Francisco, CA 94104-2675 [Region 09]
Contact: Ms. Kathleen N. Dykstra, SR. Human Resources Manager
(415) 677-7401 Type of Organization: Law Firm
Program: Backup child care center; paid adoption leave policy and in-home backup dependent care

New Ways to Work

785 Market Street, Suite 950
San Francisco, CA 94103 [Region 09]
Contact: Ms. Linda Marks, Director, FlexGroup
(415) 995-9860 Type of Organization: Non-profit
Program: Flexibility Workbook

Options Unlimited

2927 19th Street
Bakersfield, CA 93301 [Region 09]
Contact: Ms. Wendy Wayne, Chair
(805) 398-5213 Type of Organization: Non-profit
Program: Options Unlimited Women's Business Conference/R.O.S.E. Program

Pacific Bell

2600 Camino Ramon, Room 2N350-E
San Ramon, CA 94583 [Region 09]
Contact: Ms. Mae Jean Go, Manager, Human Resources Planning and Quality
(510) 355-3649 Type of Organization: Business
Program: Hoteling for telecommuters

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Pension Rights Counseling Advocacy Program

1610 Bush Street
San Francisco, CA 94109 [Region 09]
Contact: Ms. Helen V. Wenzel, Staff Attorney
(415) 474-5171 Type of Organization: Non-profit
Program: Pension Rights Counseling Advocacy Project (PRCAP)

Philos Computer Solutions

475 14th Street, Suite 150
Oakland, CA 94612 [Region 09]
Contact: Ms. Maria Moreno-Lane,
(510) 836-1795 Type of Organization: Business
Program: (1)Philos Scholarship Program (2)Redefinition of Full-time Workers

Project Step Up

San Joaquin Delta College
5151 Pacific Avenue
Stockton, CA 95207 [Region 09]
Contact: Ms. Jane Humes, Project Director
(209) 474-5235 Type of Organization: Non-profit
Program: Establishing Industry Partnerships: Working with local industry to meet training needs and include women in job skills upgrades and promotions.

San Bernardino County Human Resources

157 W. Fifth Street
San Bernardino, CA 92415-0440 [Region 09]
Contact: Ms. Barbara L. Musselman, County Women's Network Pres.
(909) 387-5570 Type of Organization: Non-profit
Program: County of San Bernardino Women's Network

San Francisco Commission on the Status of Women

25 Van Ness, Room 130
San Francisco, CA 94102 [Region 09]
Contact: Ms. Sonia Melara, Executive Director
(415) 252-2570 Type of Organization: Gov't/Elected Official
Program: Women's Economic Summit

San Francisco Commission on the Status of Women (COSW)

25 Van Ness #130
San Francisco, CA 94102 [Region 09]
Contact: Ms. Ann Lehman, Employment Specialist
(415) 252-2572 Type of Organization: Gov't/Elected Official
Program: Sexual Harassment Task Force Implementation Plan

Santa Clara Valley Water District

5750 Almaden Expressway
San Jose, CA 95120 [Region 09]
Contact: Ms. Cheri Northup, Work Family Care Committee Leader
(408) 265-2600 Type of Organization: Gov't/Elected Official
Program: Work Family Care Committee Flexible Scheduling Program

SEIU #616

337 17th Street
Oakland, CA 94612 [Region 09]
Contact: Ms. Pat Ford, Executive Director
(510) 452-2366 Type of Organization: Labor Union
Program: Homecare Work Centers

Soroptimist Legislative Workshop Inc.

Box 18628
South Lake Tahoe, CA 96151 [Region 09]
Contact: Ms. Del Laine, Coordinator
(916) 544-6249 Type of Organization: Non-profit
Program: Yearly Program to enhance women's skills & knowledge - follow up w/network to update w/latest information

Southern California Edison

2244 Walnut Grove, Room 440
Rosemead, CA 91770 [Region 09]
Contact: Mr. Frank Quevedo, Vice President, Equal Opportunity
(818) 302-8802 Type of Organization: Business
Program: "The Balancing Your Life 3C Initiative"

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Wells Fargo Bank

420 Montgomery Street
San Francisco, CA 94104 [Region 09]
Contact: Ms. Terri Dial, Executive Vice President
(415) 396-7328 Type of Organization: Business
Program: Bank loans ($1 billion) to women to start their own businesses in 1995

(CO) Colorado

AAUW-Denver Branch

3085 Fairfax Street
Denver, CO 80207-2714 [Region 08]
Contact: Ms. Dorothy Phillips, Chairman - Education in Branch
(303) 333-7877 Type of Organization: Non-profit
Program: Recognizing women who are trail blazers; working with girls court, Inc. throughout Metropolitian Denver

Adams County School District #12

11285 Highline Drive
Northglenn, CO 80233 [Region 08]
Contact: Ms. Barb Galicia, Administrator
(303) 451-1561 Type of Organization: School District
Program: Joined the North Employers Dependent Care Association to provide cost-effective, meaningful child and adult care support programs for employees to help them achieve a higher level of balance between

Adult Care Management

1210 E. Colfax Avenue
#404
Denver, CO 80218 [Region 08]
Contact: J. C. Lodge, Human Resources Manager
(303) 831-4787 Type of Organization: Business
Program: Joined the Northeast Employers Dependent Care Association to provide cost effective meaningful child care and adult care support program to employees.

Advanced Energy Industries, Inc.

1625 Sharp Point Drive
Fort Collins, CO 80525 [Region 08]
Contact: Ms. Jan Schmidtbauer, Human Resources Administrator
(970) 407-6284 Type of Organization: Business
Program: Helped organize the Front Range Dependent Care Association and joined to provide cost effective and meaningful child and adult care resources to employees.

Aspen Leaf Kitchen, Ltd.

2601 South Lemas, Suite 15
Ft. Collins, CO 80525 [Region 08]
Contact: Ms. Chrishina Nilsson, Marketing Director
(970) 282-8479 Type of Organization: Business
Program: Oct. '94 company was incorporated and started having informal flexible work schedules to alow for parents to attend children's school events; to accomodate babysitting problems.

Avista Hospital

100 Health Park Drive
Louisville, CO 80027 [Region 08]
Contact: Mr. Mark Fowler, Human Resources Manager
(303) 673-1260 Type of Organization: Business
Program: Member of the Boulder Business Dependent Care Association. Joined to provide cost effective, meaningful child and adult care support programs to employees.

Bank of Boulder

3033 Iris Avenue
Boulder, CO 80301 [Region 08]
Contact: Ms. Anne Vaughn, Human Resources Director
(303) 938-4606 Type of Organization: Business
Program: Joined the Boulder Business Dependent Care Association to provide cost effective and meaningful child and adult care services to employees.

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Bank One, Colorado NA

7301 No. Federal Boulevard
Westminster, CO 80030 [Region 08]

Contact: Ms. Kathy Rasco, Vice President/Sr. Human Resources Consultant
(303) 430-6866 Type of Organization: Business

Program: Taking lead in Bright Beginnings Program. Joined the Boulder Business Dependent Care Association

Boulder Business Dependent Care Assn.

1017 S. Boulder Road, Suite F
Louisville, CO 80027 [Region 08]

Contact: Ms. Cindy Carillo, Administrator
(303) 604-6545 Type of Organization: Non-profit

Program: In 1991 the Boulder Business Dependent Care Association (BBDCA) was organized, in 1995 Adult Care Information & Referral Services were added

Boulder Publishing, Inc.

1048 Pearl Street
Boulder, CO 80302 [Region 08]

Contact: Ms. Dani Ross, Human Resources Director
(303) 473-1257 Type of Organization: Business

Program: Joined the Boulder Business Dependent Care Association to provide cost efffective and meaningful child and adult care support care programs to employees.

Bright Beginnings c/o Children's Campaign

225 E. 16th Avenue
Suite B-300
Denver, CO 80203 [Region 08]

Contact: Ms. Pam Anderson, Administrative Assistant
(303) 839-1580 Type of Organization: Non-profit

Program: This is a non-profit organization with 9 employees. Eight are women. They work with businesses throughout the State of Colorado to improve child care in the State.

Career Choices, Inc.

1017 S. Gaylord Street
Suite B
Denver, CO 80209 [Region 08]

Contact: Ms. Jody Allen-Smith, Co President
(303) 777-6954 Type of Organization: Non-profit

Program: Colorado's First Work and Family Conference

Career Track, Inc.

3080 Center Green Drive
Boulder, CO 80301 [Region 08]

Contact: Ms. Karen Dempsey, Human Resources Administrator
(303) 447-2323 Type of Organization: Business

Program: Joined the Boulder Business Dependent Care Association to provide cost effective and meaningful child and adult care services to employees.

Children's Services of Colorado, Inc

390 Union Blvd. Suite 210
Lakewood, CO 80278 [Region 08]

Contact: Ms. Connie Adam, Director
(303) 969-9000 Type of Organization: Non-profit

Program: Child care centers

City & County of Denver Agency for Human Rights Relations

First Western Plaza, 303 W. Colfax Avenue
Suite 1600
Denver, CO 80204 [Region 08]

Contact: Ms. Chaer Robert, Director, Denver Women's Commission
(303) 640-2679 Type of Organization: Gov't/Elected Official

Program: City Women's Interagency Task Force

City of Fort Collins

200 W. Mountain
Suite A
Fort Collins, CO 80521 [Region 08]

Contact: Ms. Laurie Harvey, Human Resources
(970) 221-6828 Type of Organization: Business

Program: Joined the Front Range Employers Dependent Care Association to provide meaningful and cost effective child and adult care programs to employees.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

City of Loveland

500 E. 3rd Street
Loveland, CO 80537 [Region 08]

Contact: Mr. Paul Toth, Human Resources
(970) 962-2375 Type of Organization: Gov't/Elected Official

Program: Joined the Front Range Employers Dependent Care Association to provide cost effective and meaningful child and adult care support programs to employees, and able to use medical leave for sick child.

City of Westminster

4800 W. 92nd Avenue
Westminster, CO 80030 [Region 08]

Contact: Ms. Pam Hall-Spring, Senior Personnel Analyst
(303) 430-2400 Type of Organization: Gov't/Elected Official

Program: Joined the North Employers Dependent Care Association to provide cost effective and meaningful child and adult care support programs to employees.

Colorado AFL-CIO

360 Acoma Street
Room 300
Denver, CO 80223 [Region 08]

Contact: Mr. Bob Greene, President
(303) 433-2100 Type of Organization: Labor Union

Program: "Bring your Babies to Work"

Colorado Governor's Job Training Office

720 S. Colorado Boulevard
Suite 550
Denver, CO 80222 [Region 08]

Contact: Ms. Dianne Briscoe, Attorney, Mgr of Legal & Support Services
(303) 758-5020 Type of Organization: Gov't/Elected Official

Program: Bring your new baby to work & Flexi-Place

Colorado Women's Business Office

1625 Broadway
Suite 1710
Denver, CO 80202 [Region 08]

Contact: Ms. Cecelia Ortiz, State Director
(303) 892-3840 Type of Organization: Gov't/Elected Official

Program: Women's Business Summit, Colorado Camp Entrepreneur, Defense conversion and workforce retention project, women business owner forums, women's conference.

Confer Tech International

12110 North Pecos Street
Westminster, CO 80234 [Region 08]

Contact: Ms. Claire Walsh, Human Resources Manager
(303) 633-3060 Type of Organization: Business

Program: Joined the North Employers Dependent Care Association to provide cost-effective and meaningful child and adult care support programs to employees.

Cortech, Inc.

6850 N. Broadway
Unit 6
Denver, CO 80221 [Region 08]

Contact: Ms. Pamela Milcos, Sr. Human Resources Assistant
(303) 657-7410 Type of Organization: Business

Program: NEDCA: (North Employers Dependent Care Association.)

Data Ray Corporation

12300 Pecos Street
Westminster, CO 80234 [Region 08]

Contact: Ms. Dawn Tafoya, Human Resources Manager
(303) 451-1300 Type of Organization: Business

Program: North Employers Dependent Care Association

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Delta Sigma Theta Sorority, Inc., Denver Alumnae Chapter

3064 Zion Street
Aurora, CO 80011 [Region 08]

Contact: Ms. Yvonne Parker, President
(303) 343-3146 Type of Organization: Non-profit

Program: Providing members who volunteer to train young girls in middle school; train students on computers in Saturday School; provide time to Warren Villag to care for children of single parent residents

ECHOSTAR

90 Inverness Circle E.
Englewood, CO 80112 [Region 08]

Contact: Ms. Polly Dawkins, Manager, Compensation and Benefits
(303) 799-8222 Type of Organization: Business

Program: Joined the Southeast Employers Dependent Care Association as a founding member to provide cost effective, meaningful child and adult care support programs to employees

Evolving Systems, Inc.

8000 E. Maplewood Avenue
Englewood, CO 80111 [Region 08]

Contact: Ms. Nancy Repling, Human Resource Manager
(303) 689-1370 Type of Organization: Business

Program: Eap, Renaissance chapter school adoption program, child care center

Exabyte

1685 38th Street
Boulder, CO 80301 [Region 08]

Contact: Ms. Sherri Ramsey, Human Resources
(303) 417-7705 Type of Organization: Business

Program: Joined the Boulder Business Dependent Care Association to provide cost effective and meaningful child care and adult care support to employees.

Front Range Employers Dependent Care Association

1017 South Boulder Road
Suite F
Louisville, CO 80027 [Region 08]

Contact: Ms. Cindy Carillo, Administrator
(303) 604-6545 Type of Organization: Non-profit

Program: Organized the Front Range Employers Dependent Care Association with 7 businesses employers to provide meaningful and cost effective support services to their employees for childand adult care.

Gerry Baby Products Company

1500 E. 128th Avenue
Thornton, CO 80241 [Region 08]

Contact: Ms. Denise Moody, Recruiter/Conpensation Gerneralist
(303) 450-3250 Type of Organization: Business

Program: Joined the Northeast Employers Dependent Care Association to provide cost effective meaningful child care and adult care support program to employees to help them achieve a higher level of balance.

Gold Mine & Jazz Alley Casinos

17301 W. Colfax Avenue
Suite 275
Golden, CO 80401 [Region 08]

Contact: Ms. Cindy Stewart, Director of Personnel
(303) 277-0811 Type of Organization: Business

Program: Policies regarding child care and 401K were implemented after March 1994.

Hunter Douglas, Inc. WFD

One Duette Way
Broomfield, CO 80020 [Region 08]

Contact: Mr. Michael J.P. Burns, V.P. Human Resources
(303) 466-1848 Type of Organization: Business

Program: Joined the North Employers Dependent Care Association to provide cost effective and meaningful child and adult care support programs for employees.

Information Handling Service (IHS)

15 Inverness Way E.
Englewood, CO 80112 [Region 08]

Contact: Ms. Beth Dickinson, Manager of Compensation and Benefits
(303) 397-2220 Type of Organization: Business

Program: South Employers Dependent Care Association

JEPPESEN SANDERSON

55 Inverness Drive East
Englewood, CO 80112 [Region 08]

Contact: Ms. Gwen Underwood, Benefits Administrator
(303) 784-4515 Type of Organization: Business

Program: Charter Member of the South Employers Dependent Care Association organized to provide cost effective, meaningful child care and adult care support programs to employees to help them achieve a higher

Kaiser Permanente

2500 South Havana Street
Aurora, CO 80014 [Region 08]

Contact: Ms. Janice P. Sosias, SPHR, Director of Compensation and Benefits
(303) 338-3921 Type of Organization: Business

Program: "Second String" emergency back-up and sick child care enhance employees assistance program

KUNI LEXUS

6160 So. Broadway
Littleton, CO 80231 [Region 08]

Contact: Ms. Laura Carlisle, Operations Controller
(303) 798-9648 Type of Organization: Business

Program: Joined the South East Employers Dependent Care Association organized to provide effective, meaningful child care and adult care support programs to employees.

Lidke & Associates

10 Iverness Drive E
#110
Englewood, CO 80112 [Region 08]

Contact: Ms. Lisa Lidke, CEO
(303) 649-1922 Type of Organization: Business

Program: Provide basic long-term care insurance for all full-time employees as a company-paid benefit. 2)Implement a bonus/profit sharing plan.

Life Partners Group

7887 E. Belleview Avenue
Englewood, CO 80111 [Region 08]

Contact: Ms. Melinda Maroney, Benefits Administrator
(303) 779-1111 Type of Organization: Business

Program: SEDCA = South Employers Dependent Care Association

Longmont United Hospital

1950 Mountain View Avenue
Longmont, CO 80501 [Region 08]

Contact: Mr. Harry R. Nevling, SPHR, VP for Human Resources
(303) 651-5030 Type of Organization: Non-profit

Program: Boulder Business Dependent Care Association member. In January 1995 started participating in the Adult Care Program.

Loveland Good Samaritan

2101 So. Garfield
Loveland, CO 80307 [Region 08]

Contact: Ms. Debbie St. John, RN, Registered Nurse
(970) 669-3100 Type of Organization: Business

Program: On the board for the Front Range Employers Dependent Care Association. Membership in this association allows us to provide meaningful support services for child and adult care to employees.

McKee Medical

P.O. Box 830
Loveland, CO 80539 [Region 08]

Contact: Mr. Wayne Farrar, Personnel
(970) 669-4640 Type of Organization: Business

Program: Joined the Front Range Employers Dependent Care Association to provide cost effective and meaningful support to employees for child and adult care services.

Merrill Lynch

3840 S. Wadsworth
Lakewood, CO 80235 [Region 08]

Contact: Ms. Jennifer Stewart, Human Resources Consultant
(303) 969-4142 Type of Organization: Business

Program: South Employees Dependent Care Association member. SEDCA provides cost effective and meaningful child care and adult care support programs.

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Micro-Motion Inc.

7070 Winchester Circle
Boulder, CO 80301 [Region 08]
Contact: Ms. Sharon Grambone, Benefits Analyst
(303) 530-8082 Type of Organization: Business
Program: Joined the Boulder Business Dependent Care Association to provide support service cost effectively to employees for child and adult care.

National Coalition Against Domestic Violence

P.O. Box 18749
Denver, CO 80218 [Region 08]
Contact: Ms. Rita Smith, National Coordinator
(303) 839-1852 Type of Organization: Non-profit
Program: Benefits Package

Neodata Services, Inc.

833 South Boulder Road
Louisville, CO 80027 [Region 08]
Contact: Ms. Michelle Luethy, Human Resources
(303) 665-1675 Type of Organization: Business
Program: In an effort to become more family friendly, we have joined the Boulder Business Dependent Care Association. This consortium will allow us to provide cost effective and meaningful support to our empl

Nextstar Pharmaceutical

2860 Wilderness Place
Boulder, CO 80301 [Region 08]
Contact: Ms. Kathy Halderman, or Pam Monier, Human Resources
(303) 546-7807 Type of Organization: Business
Program: Joined the Boulder Business Dependent Care Association in order to provide cost effective and meaningful support to employees for child and adult care.

Norgren

5400 S. Delaware
Littleton, CO 80120 [Region 08]
Contact: Ms. Martha Parsley, SEDCA Board of Directors Member/Employment Supervisor
(303) 794-5000 Type of Organization: Business
Program: Employer consortium to provide sick/emergency child care for employees on sliding scale basis. Also provides adult care referral and information for elder-care.

NORLARCO

P.O. Box 528
Fort Collins, CO 80522 [Region 08]
Contact: Mr. Ray Killough, Director, Human Resources
(970) 416-5050 Type of Organization: Business
Program: Joined the Front Range Dependent Care Association to provide meaningful and cost efffective child care and adult care support programs for employees.

North Employers Dependent Care Assn. (NEDCA)

1017 S. Boulder Road
Suite F
Louisville, CO 80027 [Region 08]
Contact: Ms. Cindy Carillo, Administrator
(303) 604-6545 Type of Organization: Non-profit
Program: Organized the Northeast Employers Dependent Care Association as a consortium with seven businesses representing more than 5,000 employees to address the needs of child and adult care.

Northeast Women's Center

6735 E. 38th Avenue
Denver, CO 80207 [Region 08]
Contact: Ms. Hazel Whitsett, Executive Director
(303) 355-3486 Type of Organization: Non-profit
Program: Women's Resource Center

Pear Commercial Interiors
3655 Frontier Avenue
Boulder, CO 80301 [Region 08]
Contact: Ms. Lisa Thomas, Human Resources
(303) 444-4833 Type of Organization: Business
Program: To build a family friendly workplace, we have joined the Boulder Business Dependent Care Association as a means of providing meaningful child and adult care support.

Pentax Corporation
35 Inverness Drive East
Englewood, CO 80112 [Region 08]
Contact: Ms. Ann H. Welsch, Human Resources Manager
(303) 643-0304 Type of Organization: Business
Program: South Employers Dependent Care Assoc.

Poudre Valley Hospital
1024 Lemay Avenue
Fort Collins, CO 80524 [Region 08]
Contact: Mr. Mark Weaver, Manager/Human Resources
(970) 495-7302 Type of Organization: Business
Program: Joined the Front Range Employees Dependent Care Association (FEDCA) to provide cost effective and meaningful child and adult care resource services to employees.

Pumpkin Masters
P.O. Box 61456
427 E. Bayaud Avenue
Denver, CO 80209 [Region 08]
Contact: Ms. Kea Bardeen, President
(303) 722-4442 Type of Organization: Business
Program: 1. Creation of a job share; 2. Provide exercise equipment & corresponding training

Rocky Mountain Tradeswomen
520 E. 78th Place
Denver, CO 80229 [Region 08]
Contact: Ms. Phyllis J. Berti, President
(303) 287-4838 Type of Organization: Non-profit
Program: Provide educational help to women seeking non-traditional jobs, or are already in nontraditional positions.

S.M. Stoller Corp.
5700 Flatiron Parkway
Boulder, CO 80301 [Region 08]
Contact: Ms. Jennifer Cash, Human Resources Manager
(303) 546-4393 Type of Organization: Business
Program: Joined the Boulder Business Dependent Care Association to provide cost effective support services for child and adult care programs to employees.

South Metro Denver Chamber of Commerce
7901 South Park Plaza
Suite 110
Littleton, CO 80120 [Region 08]
Contact: Ms. Holli Baumunk, Director of Economic Development
(303) 795-0142 Type of Organization: Business
Program: Helped found the South Employers Dependent Care Association and provide dependent care services available to our employees and small employers through a consortium of 10 large companies in Denver

Southeast Employees Dependent Care Association
1017 S. Boulder Road
Suite F
Louisville, CO 80027 [Region 08]
Contact: Ms. Cindy Carillo, Administrator
(303) 604-6545 Type of Organization: Non-profit
Program: Organized the South Employers Dependent Care Association for employers in Southeast Denver to provide cost effective, meaningful child care and adult care programs to employees.

Syntex Chemicals, Inc.
2075 N. 55th Street
Boulder, CO 80302 [Region 08]
Contact: Ms. Carol Creech, Laboratory Systems Coordinator
(303) 938-6488 Type of Organization: Business
Program: Joined Boulder Business Dependent Care Association to provide cost effective and meaningful child and adult care services to employees.

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Telectronics Pacing
7400 S. Tucson Way
Englewood, CO 80112 [Region 08]
Contact: Ms. Deanna Heyn, Sr. Human Resources Administrator
(303) 799-2419 Type of Organization: Business
Program: South Employers Dependent Care Association

The Empowerment Program
1245 E. Colfax Avenue, #404
Denver, CO 80218 [Region 08]
Contact: Ms. Carol Lease, Director
(303) 863-7817 Type of Organization: Non-profit
Program: Project Break Through

The Work Options Group
1017 South Boulder Road
Suite F
Louisville, CO 80027 [Region 08]
Contact: Ms. Cindy Carrillo, President
(303) 604-6545 Type of Organization: Business
Program: The development of Dependent Care Association

UNIPAC
3015 S. Parker Road
Aurora, CO 80014 [Region 08]
Contact: Ms. Jan Barreth, Human Resource Supervisor
(303) 696-5174 Type of Organization: Business
Program: Joined the Southeast employers Dependent Care Association, also helporganize, in order to provide meaningful childcare and adult care support programs to employees.

University Corporation for Atmospheric Research (UCAR)
P.O. Box 3000
Boulder, CO 80307-3000 [Region 08]
Contact: Ms. Laurie Carr, Employment Manager
(303) 497-8702 Type of Organization: Business
Program: Joined the Boulder Business Dependent Care Association to provide child and adult care support programs for employees.

Valleylab, Inc.
5920 Longbow Drive
Boulder, CO 80301-3299 [Region 08]
Contact: Ms. Jean Aaro, Director, Human Resources
(303) 530-6397 Type of Organization: Business
Program: Participate in the Boulder Business Dependent Care Association to provide cost effective child and adult care support programs to employees.

Warren Village
1323 Gilpin Street
Denver, CO 80210 [Region 08]
Contact: Ms. Geri Brown, Family Service Director
(303) 321-2345 Type of Organization: Non-profit
Program: Warren Village implemented a program in June 1995 that provides for the single parent residence. In March 1996 a new partnership project for training and employment between Warren Village and the Ma

Women in Community Service, Inc. (WICS)
1999 Broadway
Suite 1730
Denver, CO 80202-5716 [Region 08]
Contact: Ms. Karen S. Ely, Regional Director
(303) 391-5780 Type of Organization: Government Contractor
Program: The Women's Connection

(CT) Connecticut

Aetna Life & Casualty
151 Farmington Avenue
Hartford, CT 06156 [Region 01]
Contact: Ms. Laura J. Dyson, Consultant, Employee Practices, RS2A
(203) 273-4571 Type of Organization: Business
Program: Healthy Beginnings, a prenatal health education program. FutureSaver, and interactive retirement planning software.

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City of New Britain

27 W. Main Street
New Britain, CT 06051 [Region 01]

Contact: Ms. Sandra C. Loether, Personnel Analyst
(860) 826-3404 Type of Organization: Gov't/Elected Official

Program: 1. Flexible work schedules to accommodate family obligations. 2. On-site mammograms.

CT Women's Education and Legal Fund (CWEALF)

135 Broad Street
Hartford, CT 06226 [Region 01]

Contact: Ms. Alice Pritchard, Project Manager
(860) 247-6090 Type of Organization: Non-profit

Program: Exemplary Nontraditional Programs for girls and women

DCC/The Dependent Care Connection Inc

P.O. Box 2783
Westport, CT 06880 [Region 01]

Contact: Mr. John B. Place, President
(203) 226-2680 Type of Organization: Business

Program: Prenatal Counseling and Referral Program

Entrepreurial Center, Hartford College for Women

50 Elizabeth Street
Hartford, CT 06105 [Region 01]

Contact: Ms. Jean Blake-Jackson, Associate Director
(203) 768-5618 Type of Organization: Non-profit

Program: Entrepreneurial Trng/Program Facilates micro business

GTE Service Corporation

One Stamford Forum
Stamford, CT 06904 [Region 01]

Contact: Ms. Francine Riley, Practice Leader-Organization Effectiveness
(203) 965-3223 Type of Organization: Business

Program: Teleconference Seminar Series

ITT Hartford

Hartford Plaza
690 Asylum Avenue
Hartford, CT 06115 [Region 01]

Contact: Ms. Kim B. Coughlin, Consultant - Work/Life
(860) 547-5621 Type of Organization: Business

Program: Flexible Work Arrangements - Guideline Roll Out

Phoenix Mutual Home Life Insurance Company

100 Bright Meadow Blvd.
Enfield, CT 06083 [Region 01]

Contact: Ms. Fredrica Gray, Human Resources Director
(860) 403-2306 Type of Organization: Business

Program: Adoption Assistance Program; Tuition subsidies

United Illuminating Company

P.O. Box 1564
157 Church Street MS 1-12E
New Haven, CT 06506-0901 [Region 01]

Contact: Ms. Joanne Durand, Sr. Equal Opportunity Specialist
(203) 499-2672 Type of Organization: Business

Program: Vocational Assessment & Career Exploration, Balancing work & family.

United Technologies Corp.

1 Financial Plaza
MS 504
Hartford, CT 06101 [Region 01]

Contact: Ms. Patricia P. Wu-Murad, Mgr., Workforce Diversity
(860) 728-7844 Type of Organization: Business

Program: LIFECHOICES, Education Assistance Program

Urban League African American Leadership Development

46 Atlantic Street
Stamford, CT 06901 [Region 01]

Contact: Ms. Estere M. Pilgrim, Director
(203) 327-5810 Type of Organization: Non-profit

Program: Urban League African American Leadership

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(DC) District of Columbia

American Association of Retired Persons (AARP)

601 E Street, N.W.
Washington, DC 20049 [Region 03]
Contact: Ms. Elizabeth Lane, Coordinator, Work/Life Program
(202) 434-2835 Type of Organization: Unknown
Program: Work/Life Program

Arnold & Porter

555 Twelfth Street, NW
Washington, DC 20004-1202 [Region 03]
Contact: Ms. Mary Ann Lundy, Director
(202) 942-5437 Type of Organization: Business
Program: Arnold & Porter Children's Center

Bureau of National Affairs, Inc.

1231 25th Street
Washington, DC 20037 [Region 03]
Contact: Ms. Jennifer Kinsey, Work & Family Coordinator
(202) 452-4217 Type of Organization: Business
Program: Backup Child Care

Gallaudet University

800 Florida Avenue, N.E.
Washington, DC 20002 [Region 03]
Contact: Ms. Denise LaRue, Director, Human Resources
(202) 651-5350 Type of Organization: Educational Institution
Program: Employee Assistance Program (EAP)

M.A. Mortenson Co.

P.O. Box 20091
Washington, DC 20041-2091 [Region 03]
Contact: Ms. Wendy A. Ford, DBE Subcontract Manager
(703) 260-3403 Type of Organization: Business
Program: EEO Breakfast, linkage relationships, construction workshop

Marriott International

One Marriott Drive
Washington, DC 20058 [Region 03]
Contact: Ms. Donna Klein, Director, Work/Life Program
(301) 380-6856 Type of Organization: Business
Program: Marriott's Associate Resource Line Service

National Capital Hospital Engineering Society (NCHES)

P.O. Box 59614
Washington, DC 20012 [Region 03]
Contact: Mr. Joseph P. McClain, Chapter President
(202) 782-3048 Type of Organization: Non-profit
Program: Public education campaign on women workers' rights; scholarship and internship program

YWCA of the National Capital Area

624 9th Street, NW
Washington, DC 20001 [Region 03]
Contact: Ms. Antoinette Young, Deputy Director
(202) 626-0700 Type of Organization: Non-profit
Program: Non-traditional Employment for Women Training Program

(DE) Delaware

American Cancer Society, Delaware Division Inc.

92 Read's Way
Suite 205
New Castle, DE 19720 [Region 03]
Contact: Ms. Patricia P. Hoge, RN/PhD., Executive Vice President
(302) 324-4227 Type of Organization: Non-profit
Program: Family Friendly Flextime

Amtrak/NEC Mechanical Department

4001 Vender Avenue
Wilmington, DE 19802 [Region 03]
Contact: Ms. Christine S. Harks, Project Director, Mechanical Programs
(302) 425-6244 Type of Organization: Business
Program: Women's Issues/Networking Lunches

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Dupont Co.

1007 Market Street
Nemours Bldg. 12507-2
Wilmington, DE 19898 [Region 03]

Contact: Ms. Beverly Bove, Work/Life Coordinator
(302) 774-7349 Type of Organization: Business

Program: 1) Just in Time Care, back-up, emergency dependent care, started 01/01/95 2) Dependent Care Travel Reimbursement Policy, started 07/01/95

Glackin Industries, Inc.

190 Quigley Blvd.
New Castle, DE 19720 [Region 03]

Contact: Ms. Caroline Glackin, General Manager
(302) 328-9500 Type of Organization: Business

Program: Flex-time Opportunities

MBNA America Bank, N.A.

400 Christiana Road
Newark, DE 19713 [Region 03]

Contact: Ms. Erika Moyer, Vice President, Manager, Family & Work Program
(302) 453-6231 Type of Organization: Business

Program: Various Family & Work program projects

The Family & Workplace Connection

3511 Silverside Road
100 Wilson Building
Wilmington, DE 19810 [Region 03]

Contact: Ms. Jan Rheingold, President
(302) 479-1679 Type of Organization: Non-profit

Program: Just in Time Care

YWCA of New Castle County, Delaware

233 King Street
Wilmington, DE 19801-2521 [Region 03]

Contact: Ms. Ruth S. Sokolowski, Executive Director
(302) 658-7161 Type of Organization: Non-profit

Program: YWCA Women's Center for Economic Options

(FL) Florida

Barnett Banks, Inc.

50 North Laura Street
12th Floor
Jacksonville, FL 32202 [Region 04]

Contact: Ms. Lillie R. Evans, Director of Employee Relations
(904) 791-7359 Type of Organization: Business

Program: Improving Quality of Worklife

Broward County Division of Human Resources

115 S. Andrews Avenue
Room 508
Fort Lauderdale, FL 33301 [Region 04]

Contact: Mr. Phil Rosenberg, Director
(305) 357-6044 Type of Organization: Gov't/Elected Official

Program:

City of Coral Springs

9551 W. Sample Road
Coral Springs, FL 33065 [Region 04]

Contact: Chris Heflin, Training Coordinator
(954) 344-5912 Type of Organization: Gov't/Elected Official

Program: Family Hours Work Schedule

City of Hollywood, FL

2600 Hollywood Blvd
P.O. Box 229045
Hollywood, FL 33022-9045 [Region 04]

Contact: Ms. Sonia Y Santana, Director, EEO
(305) -92-1-30 73 Type of Organization: Gov't/Elected Official

Program: Career fairs; career awareness seminars; in-house training linked to certification for a particular occupation

Florida State University

6200 University Center (A)
Tallahassee, FL 32306-1001 [Region 04]

Contact: Ms. Carolyn S. Shackleford, Director, University Personnel Services
(904) 644-5457 Type of Organization: University

Program: 1.FSU Training Program 2.Employees Assistance Program

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Legacy Personnel Group
One East Broward Blvd., Suite 609
Ft. Lauderdale, FL 33301 [Region 04]
Contact: Ms. Valerie Talcott-Kartsonaleis, President
(954) 523-9338 Type of Organization: Business
Program: We have adopted several policies to be sensitive to our working mothers. We allow new moms to bring infants to work up to 6 mo.

(GA) Georgia

A Friend of the Family
10825 Stroup Road
Roswell, GA 30075 [Region 04]
Contact: Ms. Judi Merlin, President
(770) 643-3000 Type of Organization: Business
Program: Worthy Wage Campaign-Polishing Your Professional Image

Goodwill Industries of Atlanta, Inc.
2201 Glenwood Avenue, SE
Atlanta, GA 30316 [Region 04]
Contact: Ms. Dee Wallace, Program Manager
(404) 378-3183 Type of Organization: Non-profit
Program: New Choices for Women

National Conference of Black Mayors, Inc.
1422 West Peachtree Street, N.W.
Suite 800
Atlanta, GA 30309 [Region 04]
Contact: Ms. Michelle D. Kourouma, Executive Director
(404) 892-0127 Type of Organization: Non-profit
Program: 21st Annual Convention "Women Hold Up Half the Sky"

Turner Broadcasting Systems, Inc (TBS)
1801 Peachtree Street
Atlanta, GA 30309 [Region 04]
Contact: Ms. Betsy Richards, Child Care Project Manager
(404) 352-8137 Type of Organization: Business
Program: On-site Child Care Center/Child and Elder referral service

YWCA of Greater Atlanta
100 Edgewood Avenue
Suite 806
Atlanta, GA 30303 [Region 04]
Contact: Ms. Delvia Hart Fisher, CEO
(404) 527-7575 Type of Organization: Non-profit
Program: Job Classification Task Force

(HI) Hawaii

City & County of Honolulu
530 South King Street
Honolulu, HI 96813 [Region 09]
Contact: Ms. Ann H. Kobayashi, Executive Assistant to Mayor
(808) 523-4288 Type of Organization: Gov't/Elected Official
Program: Child Care Centers in underutilized City parks

(IA) Iowa

Pre-Vocational Training Program
University of Iowa
C107 SSH
Iowa City, IA 52242 [Region 07]
Contact: Ms. Sue Buckley, Director
(319) 335-0560 Type of Organization: university
Program: Pre-Vocational Training Program

(ID) Idaho

AIA Insurance
P.O. Box 538
Lewiston, ID 83501 [Region 10]
Contact: Ms. Sandra Mahan, Personnel Assistant
(208) 799-9098 Type of Organization: Business
Program: Dependent Care Assistance Reimbursement Program (DCARP)

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Center for New Directions/Work Based Learning

1600 S. 2500 E.
Idaho Falls, ID 83404 [Region 10]
Contact: Ms. Yvonne Booty, Coordinator
(208) 524-3000 Type of Organization: College
Program: Work Based Learning Program

Idaho State University College of Education

P.O. Box 8059
Pocatello, ID 83209 [Region 10]
Contact: Dr. Sally Pena, Professor
(208) 236-2448 Type of Organization: Education
Program: Idaho Migrant Council/ISU Child Dev. Associate

Mountain States Group

1607 West Jefferson
Boise, ID 83702 [Region 10]
Contact: Ms. Sharon Bixby, Director, Child Care Connections
(208) 342-4453 Type of Organization: Non-profit
Program: Promoting family-friendly policies throughout the community with a non-profit model

Seams Like Yesterday

Box 519
McCall, ID 83638 [Region 10]
Contact: Ms. Linda Mae Hieter, Owner/Sole Proprieter
(208) 634-7002 Type of Organization: Business
Program: Sub-contractors pool which offers variety of service and training oopportunities

YWCA

720 W. Washington
Boise, ID 83702 [Region 10]
Contact: Ms. Melissa Baker, Operations Manager
(208) 343-3688 Type of Organization: Non-profit
Program: 1)Family Leave 2)Training

(IL) Illinios

AFSCME Council 31

29 North Wacker Drive
Suite 800
Chicago, IL 60606 [Region 05]
Contact: Ms. Roberta Lynch, Deputy Director
(312) 641-6060 Type of Organization: Labor Union
Program: Maternity/Paternity Leave Expansion

Center for Law and Human Services, Inc.

53 W Jackson Blvd.
Suite 1401
Chicago, IL 60604 [Region 05]
Contact: Mr. Michael A. O'Connor, Executive Director
(312) 341-1666 Type of Organization: Non-profit
Program: Tax Counseling Project

First Chicago

One First National Plaza
0009
Chicago, IL 60670-0009 [Region 05]
Contact: Ms. JoAnne Strong, Vice President
(312) 407-5022 Type of Organization: Business
Program: 1) Mentoring programs, 2)Diversity and sexual harassment training; 3) Adoption assistance; 4)Emergency back-up child care; 5)Scholarship program to on site child care; 6)Savings incentive plan.

Legal Assistance Foundation of Chicago

343 South Dearborn Street
7th Floor
Chicago, IL 60604 [Region 05]
Contact: Ms. Ingrid V. Eagly, Staff Attorney
(312) 347-8301 Type of Organization: Non-profit
Program: Community legal education and legal representation for low-income women.

Morton International, Inc.

100 N. Riverside Plaza
Chicago, IL 60606 [Region 05]
Contact: Ms. Amy Brossard, Manager, EEO
(312) 807-3241 Type of Organization: Business
Program: Flexible spending accounts for health care and dependent care

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Women Employed

22 W. Monroe, Suite 1400
Chicago, IL 60603 [Region 05]
Contact: Ms. Debra A. Hass, Policy Associate
(312) 782-3902 Type of Organization: Non-profit
Program: 1)Two Sides of the Coin: A Study of the Wage Gap Between Men & Women; 2)Coalition for Equal Opportunity (CEO), and 3)Technical Opportunities Program

(IN) Indiana

Family & Social Services Administration - Office of Planning

402 W Washington Street
Suite 341W
Indianapolis, IN 46204 [Region 05]
Contact: Ms. Carole Stein, Senior Policy Analyst
(317) 832-1148 Type of Organization: Gov't/Elected Official
Program: Symposium on child care financing

RCI (Resort Condominiums International), Inc.

3502 Woodview Trace
Indianapolis, IN 46268-1104 [Region 05]
Contact: Ms. Marilyn MacCollum, Manager, Public Relations
(317) 871-9569 Type of Organization: Business
Program: RCI Child Care Center

(KS) Kansas

Ashley Clinic

505 S. Plummer Avenue
Chanute, KS 66720 [Region 07]
Contact: Mr. Bob Magill, Office Administrator
(316) 431-2500 Type of Organization: Business
Program: Supervisory/Management Training

City of Kansas City, Kansas

701 N. 7th Street
Kansas City, KS 66101 [Region 07]
Contact: Ms. Carol Marinovich, Mayor
(913) 573-5010 Type of Organization: Unknown
Program: Flexitime/Compressed Work Week

Pioneer Marketing

1923 N. Mosley
Wichita, KS 67214 [Region 07]
Contact: Ms. Sheri Kennard, President
(316) 263-5011 Type of Organization: Business
Program: 1)"Improved health insurance benefits"; 2)Paid leave for children/family functions

Professional Women of Southwestern Bell

5400 Foxridge Drive
Room 500
Mission, KS 66202 [Region 07]
Contact: Ms. Jancie M. Docman, President
(913) 676-1852 Type of Organization: Non-profit
Program: Professional Women of Southwestern Bell-Kansas City scholarship fund

(KY) Kentucky

Jefferson County Department for Human Services

810 Barret Avenue
Louisville, KY 40204 [Region 04]
Contact: Ms. Katy Schneider, Director, Jefferson County Human Services
(502) 574-6022 Type of Organization: Gov't/Elected Official
Program: Business/Family Partnership Designation Program

Lexington Fayette Urban County Gov., Dept. of Soc. Serv.

200 East Main Street
Lexington, KY 40507 [Region 04]
Contact: Ms. Earlene Huckleberry, Project Parent Director
(606) 258-3808 Type of Organization: Gov't/Elected Official
Program: Project Parent

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(MA) Massachusetts

7Jewish Vocational Service
105 Chauncy Street
Boston, MA 02111 [Region 01]
Contact: Ms. Rosalie Rippey, Administrative Assistant
(617) 451-8147 Type of Organization: Non-profit
Program: Self-Employment Training Opportunities (SETO) Program

AFSCME Council #93 / Middlesex Community College
8 Beacon Street
Boston, MA 02108 [Region 01]
Contact: Ms. Diane Fay, President
(617) 367-6000 Type of Organization:
Program: Educational Training Partnership Program

American Business Collaboration For Quality Dependent Care
930 Commonwealth Avenue West
Work/Family Directions, Inc.
Boston, MA 02215-1214 [Region 01]
Contact: Mr. Barry Wagner, Wagner Associates
(800) 767-9863 Type of Organization: Unknown
Program: Launched a $100 million initiative to develop & strengthen school age child care, and elder care projects in the communities across the country.

Bank of Boston
P.O. Box 2016, MA BOS 01-13-01
Boston, MA 02106 [Region 01]
Contact: Mr. Jack Curley, Senior HR Consultant
(617) 434-5571 Type of Organization: Business
Program: Lifeworks Family Resource Program

Bentley College
Human Resources
175 Forrest Street, Rauch Bldg. 231
Waltham, MA 02154 [Region 01]
Contact: Ms. Susan Glover, Manager Compensation and Benefits
(617) 891-2955 Type of Organization: Non-profit
Program: Child care and elder care resource and referral service made available to all faculty and staff.

Blue Cross and Blue Shield of Massachusetts
100 Summer Street
Boston, MA 02110 [Region 01]
Contact: Ms. Terri Ireton, Manager, Work and Life Programs
(617) 832-4406 Type of Organization: Business
Program: Flexible Work Arrangements program

Boston Community Centers/City of Boston
1010 Massachusetts Avenue
Boston, MA 02100* [Region 01]
Contact: Ms. Daria Fanelli, Director of Planning and Development
Type of Organization: Non-profit
Program: The Archdale Family Literacy Project

Boston Women's Fund
376 Boylston Street
Suite 203
Boston, MA 02116 [Region 01]
Contact: Ms. Jean M. Entine, Executive Director
(617) 375-0035 Type of Organization: Non-profit
Program: The Boston Tradeswomen's Network; The Massachusetts Coalition on New Office Technology project; The Women's Institute for New Growth and Support (WINGS); The Kuumba Girls Technological Init

Bright Horizons Children's Center Inc.
One Kendall Square
Building 300
Cambridge, MA 02139 [Region 01]
Contact: Katherine Palmer, Director of Human Resources
(617) 577-8020 Type of Organization: Business
Program: SPOKES

Casa Myrne Vazquez
P.O. Box 18019
Boston, MA 02118 [Region 01]
Contact: Ms. Yolanda Melendez, Education Coordinator
(617) 521-0100 Type of Organization: Non-profit
Program: Project BASTA Educational Component/Domestic Violence & Substance Abuse Workshops.

Child Care Careers Institute
71 Summer Street
Boston, MA 02110 [Region 01]
Contact: Ms. Anne Simmons, Director of Communications
(617) 338-6420 Type of Organization: Non-profit
Program: Training for child care proivders

Children First Inc.
One International Place
Boston, MA 02110 [Region 01]
Contact: Nancy McCarthy, Marketing/National Alliance Coordinator
Type of Organization: Business
Program: Employee benefits package, flexible spending plan, backup childcare, literacy training

Children First Inc.
One Financial Center
Boston, MA 02110 [Region 01]
Contact: Brigitte Laurence, Marketing/National Alliance Coordinator
Type of Organization: Business
Program: Employee benefits package, flexible spending plan, backup childcare, literacy training, targeted community outreach

Coalition for a Living Wage
ABLS 197 Friend Street
Boston, MA 02114 [Region 01]
Contact: Ms. Monica Halas, Senior Attorney
(617) 371-1270 Type of Organization: Non-profit
Program: Raised Massachusetts minimum wage to $4.75 effective 1/1/96 and $5.25 effective 1/1/97.

Commonwealth of Massachusetts
1 Ashburton Place
Room 203
Boston, MA 02108 [Region 01]
Contact: Ms. Kathy Betts, Director of Workforce 2000, Dept of Personnel Administration
(617) 727-3555 Type of Organization: Gov't/Elected Official
Program: Voluntary services leave program.

Commonwealth of Massachusetts & the Alliance (AFSCME&SEIU)
675 Massachusetts Ave.
Cambridge, MA 02139 [Region 01]
Contact: Ms. Sandy Felder, President SEIU Local 509
(617) 864-6509 Type of Organization: Labor Union
Program: Paid adoptive leave and paid leave to deal with domestic violence

Deloitte & Touche LLP
125 Summer Street
Boston, MA 02110 [Region 01]
Contact: Ms. Ellen P. Gabriel, National Director for the Advancement of Women
(617) 261-8403 Type of Organization: Business
Program: Flexible Work Arrangements/ Enhancing Career Opps for Wm 6/94

Dist. 925, SEIU & The Town of Watertown, MA
145 Tremont Street
Boston, MA 02111 [Region 01]
Contact: Ms. Lisa Gallatin, Regional Director
(617) 426-7075 Type of Organization: Labor Union
Program: Pay raises for clerical workers

Fidelity Investments/FMR Corp.
83 Devonshire Street
A3D
Boston, MA 02109 [Region 01]
Contact: Ms. Ann Andreosatos, Director of Work/Family Programs & Benefits Services
(617) 563-4627 Type of Organization: Business
Program: Skilled-at-Life Program for Young Teens

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GTE/Government Systems Corp
77 A Street
Needham, MA 02194 [Region 01]
Contact: Mr. Al Messier, Director, Workforce Diversity
(617) 455-4122 Type of Organization: Business
Program:

Hyams Foundation, Inc.
One Boston Place
32nd Floor
Boston, MA 02108 [Region 01]
Contact: Ms. Elizabeth Smith, Executive Director
(617) 720-2238 Type of Organization: Non-profit
Program: Contracts with women-owned businesses in low-income areas

ish
One Post Office Square
Boston, MA 02109 [Region 01]
Contact: Ms. Patricia Murphy, Human Resources Manager
(617) 478-5287 Type of Organization: Business
Program: Child care resource and referral assistance; back-up child care center: alternative work arrangements program; nationwide, toll-free telephone "Family Resource Service

Joan B Fox Consultants
6 Sevinor Road
Marblehead, MA 01945 [Region 01]
Contact: Ms. Joan B. Fox, Principal
(617) 639-1956 Type of Organization: Business
Program: Coming Together: Women at the Crossroads

John Hancock Financial Services
200 Clarendon Street
P.O. Box 111
Boston, MA 02117 [Region 01]
Contact: Ms. Alison M. Stetson, Consultant
(617) 572-6738 Type of Organization: Business
Program: 1)Mentoring Program 2)Flexible work arrangements

Massachusetts Association of HMO's
18 Tremont Street
Suite 305
Boston, MA 02108 [Region 01]
Contact: Ms. Mary Ann Preskul-Ricca, Public Affairs Coordinator
(617) 523-3300 Type of Organization: Non-profit
Program: Providing dental insurance for employees and their families

Newfund/New England Women's Fund
PO Box 41
Brookline, MA 02146 [Region 01]
Contact: Ms. Anne Sanders, Executive Director
(617) 731-5600 Type of Organization: Non-profit
Program: Increasing Opportunities for Women & Girls

Polaroid Corp.
750 Main Street
Cambridge, MA 02139 [Region 01]
Contact: Mr. Jim Hardeman, Corp. Employee Assistance Program Mgr.
(617) 386-8288 Type of Organization: Business
Program: 1)Managing the Impact of Family Violence in the Workplace 2)Collaborative Community/Business Partnership Opportunities

Raytheon Company and Raytheon Electronic Systems Business Un
180 Hartwell Road
Bedford, MA 01730 [Region 01]
Contact: Ms. Laurie L. Meisner, Mgr., Diversity & Compliance Programs
(617) 274-3129 Type of Organization: Business
Program: Benefits program which includes such coverage as immunizations for children, annual pap smears, baseline mammograms, health risk,preg-infor,24 hrs. parttime offfer peronsal & compelling purposes

Star Market Company, Inc.
625 Mt. Auburn Street
Cambridge, MA 02138 [Region 01]
Contact: Ms. Carole O'Connor Gates, Senior VicePresident, Marketing
(617) 528-2305 Type of Organization: Business
Program: Bright Horizons Child Care Center

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Texas Instruments

34 Forest Street
MS 2-10
Attleboro, MA 02703 [Region 01]

Contact: Ms. Marilyn Fuller, Manager, Diversity & Employee Relations
(508) 236-1756 Type of Organization: Business

Program: Time Off Policy - new policy that allows employees ownership regarding time away from work.

The MITRE Corporation

202 Burlington Road
Bedford, MA 01730-1420 [Region 01]

Contact: Ms. Cheryl A. Marceau, Associate Corporate Director
(617) 271-3545 Type of Organization: Business

Program: 1)Elder care support group 2)"Babies & You" class 3) Flexible scheduling: liberal leave, unpaid sabbaticals, more

University of Massachusetts Boston Gerontology Institute

100 Morrissey Blvd.
Boston, MA 02125 [Region 01]

Contact: Ms. Ellen A. Bruce, Director, Public Policy Division
(617) 287-7300 Type of Organization: University

Program: Women and Retirement Security: Pensions not Posies Coalition Educational programs on Pensions Policies

Woburn Council of Social Concern, Inc.

19 Campbell Street
Woburn, MA 01801 [Region 01]

Contact: Mr. Jose A. Santiago, Hispanic Program Director
(617) 935-6495 Type of Organization: Non-profit

Program: Hispanic Leadership Project, Parenting Program-a multifocus effort to develop the improvement of women as they work on family, community & workplace issues. Mentoring program: self-esteem support

Work/Family Directions

930 Commonwealth Avenue
Boston, MA 02215 [Region 01]

Contact: Ms. Ruth Katz, Manager, Corporate Communications
(617) 278-4049 Type of Organization: Business

Program: Health benefits program to cover spousal equivalents; Human Resource cmte. to increase match of initiatives with needs; compensation review; a Snowy-Day on site program for K-6; career resource ctr.

Workplace Connections Inc.

300 Bear Hill Road
Waltham, MA 02154 [Region 01]

Contact: Ms. Eleanor T. Nelson, President
(617) 890-5820 Type of Organization: Business

Program: We help businesses investigate, plan, develop, implement and manage work/family programs for their employees. Please refer to the folder and brochures (which are attached) for further details

(MD) Maryland

Baltimore City Commission for Women

10 South Street
Suite 600
Baltimore, MD 21202 [Region 03]

Contact: Ms. Cathy Brown, Deputy Director
(410) 396-4274 Type of Organization:

Program: Sexual Harassment Survey, Women on Baltimore City Boards....

Baltimore Gas & Electric

39 W. Lexington Street
Baltimore, MD 21201 [Region 03]

Contact: Ms. Linda D. Miller, Manager Employee Services
(410) 234-6151 Type of Organization: Business

Program: Valuing women's work through job training and career advancement - pilot mentoring program

Calvert Group
4550 Montgomery Avenue
Suite 1000N
Silver Spring, MD 20814 [Region 03]
Contact: Ms. Michelle Reed, Program Coordinator
(301) 951-4879 Type of Organization: Business
Program: Investing your way: A personal economy & Investment Program for Women

CALVERT GROUP
4550 Montgomery Avenue, Suite 1000N
Bethesda, MD 20814 [Region 03]
Contact: Ms. Judy Shober, Employment and Community Relations Manager
(301) 657-7005 Type of Organization: Business
Program: Flexible Benefits Program

Century Engineering, Inc.
32 West Road
Towson, MD 21204 [Region 03]
Contact: Ms. Christine M. Hurt, Controller
(410) 823-8070 Type of Organization: Business
Program: Flexible Work Schedules

HUGHES STX
7701 Greenbelt Road
Greenbelt, MD 20770 [Region 03]
Contact: Ms. Margo Duesterhaus, Section Manager
(301) 286-3569 Type of Organization: Business
Program: HSTX Task Force on Women in the Workplace

Life Work Strategies, Inc.
710 East Gude Drive
Rockville, MD 20850 [Region 03]
Contact: Ms. Barbara Hayden, Administrative Assistant
(301) 309-1720 Type of Organization: Business
Program: Life Work Strategies, Inc. is now providing a Cafeteria Benefits Plan with flexible spending accounts

Maryland Sate Dept. of Education
200 W. Baltimore Street
Baltimore, MD 21201-2595 [Region 03]
Contact: Ms. Linda Shevitz, Gender Equity Specialist
(410) 767-0428 Type of Organization: Education
Program: Women's History Resource Kit - "Working Women Count! Women's Work Counts! - Maryland Profiles"

The Prince George's County Government, Dept of Family Servs.
County Service Building
5012 Rhode Island Avenue
Hyattsville, MD 20781 [Region 03]
Contact: Ms. Donna F. Crocker, Director, Department of Family Services
(301) 699-2670 Type of Organization: Gov't/Elected Official
Program: EASE (Employees in Action to Support Education)

(ME) Maine

Maine Dept. of Transportation
16 State House Station
Child Street
Augusta, ME 04333-0016 [Region 01]
Contact: Ms. Jane Gilbert, Director, Equal Opportunity & Employee Relations
(207) 287-3576 Type of Organization: Gov't/Elected Official
Program: Portland Bridge Project Child Care; Waterville-Winslow Bridge Project Child Care; Topsham-Brunswick By Pass Project Child Care

Women's Business Development Corp.
P.O. Box 658
Bangor, ME 04402 [Region 01]
Contact: Ms. Lou Chamberland, Executive Director
(207) 947-5990 Type of Organization: Non-profit
Program: Growth Fund in partnership w/Key Bank of ME, they have developed a loan fund for loans to microbusinesses

(MI) Michigan

Butterworth Hospital
930 Lake Drive, SE
Grand Rapids, MI 49506 [Region 05]
Contact: Ms. Janice A. Newman, Director, Family Care Services
(616) 458-7301 Type of Organization: Non-profit
Program: Work/Family program expanded: lactation room added and subsidized emergency/backup child or elder care added.

City of Lansing, Office of the Mayor
9th Floor City Hall
124 W. Michigan Avenue
Lansing, MI 48733 [Region 05]
Contact: Ms. Linda Sanchez, Special Assistant to the Mayor
(517) 483-4141 Type of Organization: Gov't/Elected Official
Program: Greater Lansing Project Parent "Life Past Work"

Ford Motor Co.
Ford Motor Co., World Headquarters
The American Road
Dearborn, MI 48121-1899 [Region 05]
Contact: Mr. Dave Cooper, Work Life Planning Manager
(313) 248-7505 Type of Organization: Business
Program: Transitional Work Arrangements Program

Oakland University
135 O'Dowd Hall
Oakland University
Rochester, MI 48309 [Region 05]
Contact: Mr. Michael P. Long, Associate Professor
(810) 370-3124 Type of Organization:
Program: FAMILY FRIENDLY CREDIT COURSES

Safe Shelter
275 Pipestone Street
Benton Harbor, MI 49022 [Region 05]
Contact: Ms. Mable C. Dunbar, Executive Director
(616) 925-2280 Type of Organization: Non-profit
Program: Job Training & Career Advancement Project

UAW-GM Center for Human Resources
301 W. Fourth Street
Suite 150
Royal Oak, MI 48067 [Region 05]
Contact: Ms. Elaine Glasser, Childcare Specialist
(810) 691-6850 Type of Organization: LABOR/BUSINESS
Program: The UAWGM Child Development Center, Summer Camp Program/Elder Care Services

University of Michigan, Ann Arbor
6076 Fleming Administration Building
Ann Arbor, MI 48109-1340 [Region 05]
Contact: Ms. Mary Jo Frank, Coordinator of Executive Communications
(313) 763-7301 Type of Organization: University
Program: Flexible benefits; flexible schedules; improved safety programs; sexual harassment and violence against women initiatives; Career Development Fund; work/family initiatives

Whirlpool Corporation
2000 US 33 North
Benton Harbor, MI 49022 [Region 05]
Contact: Ms. Debra A. Terry, Human Resources Manager
(616) 923-7493 Type of Organization: Business
Program: Whirlpool Corporation Dependent Care Initiative

(MN) Minnesota

Ceridian
8100 34th Avenue South
Bloomington, MN 55425 [Region 05]
Contact: Ms. Norma Anderson, Vice President, Development Resource
(612) 853-6032 Type of Organization: Unknown
Program: Benefit enhancements for part-time employees. The changes will remove barriers to alternative work arrangement, which are often used to balance work and home.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Honeywell, Inc.

P.O. Box 524
MN12-3327
Minneapolis, MN 55305 [Region 05]

Contact: Ms. Carol Seiler, Pr. Human Resources Specialist
(612) 951-3504 Type of Organization: Business

Program: 1) Company paid elder Care Resource & Referral Serv. 2-1-95 2) Sponsorship of Am. Mgmng.Assoc. Annual Working Women's Conf. via satellite, 10-95

Pathfinders - West Central MN Communities Action

307 8th Avenue West
Alexandria, MN 56308 [Region 05]

Contact: Chris Spaulding, Director
(612) 762-3010 Type of Organization: Non-profit

Program: Program designed to promote safety skills; training program on what constitutes sexual harassment and violence against women; resource list on clothing banks

The St. Paul Companies

385 Washington Street
St. Paul, MN 55102-1396 [Region 05]

Contact: Ms. Colleen Kaney, Senior Communication Specialist
(612) 310-7819 Type of Organization: Business

Program: Establish a Women's Network; Pilot a comprehensive work arrangement program

UFCW Local 789

266 Hardman Avenue
S. St. Paul, MN 55075 [Region 05]

Contact: Ms. Caroline Larsen, Union Representative & UFCW Region 6 Women's Network Coordin
(612) 451-6240 X233 Type of Organization: Labor Union

Program: 1) Creating a nonviolent workplace--started 1995, 2) Keeping Physically Safe--started 1996, 3) Fundraiser for Abuse Shelter-started winter 1996, 4) Get Out the Women Vote--started 1996

(MO) Missouri

Ad HOC for Child Care Salaries

Berkley Child & Family Development Center; UMKC;
5100 Rockhill Road
Kansas City, MO 64110-2499 [Region 07]

Contact: Ms. Amy Wolf, Director
(816) 235-2600 Type of Organization: AD HOC

Program: Ad Hoc for Child Care Salaries

Butler Manufacturing Company

BMA Tower, Penn Valley Park
Kansas City, MO 64141-0917 [Region 07]

Contact: Mr. Phil Jones, Director, Human Resources
(816) 968-3000 Type of Organization: Business

Program: Unnamed

City of Kansas City, Missouri

City Hall
414 E. 12th Street
Kansas City, MO 64106 [Region 07]

Contact: Ms. Denise Phillips, Chief of Staff
(816) 274-2595 Type of Organization: Gov't/Elected Official

Program: Educational Leave Initiative

Communication Workers of Amer.and the Mayor of Lee's Summit

c/o Chere Chaney Local 6450
1519 Oak Street
Kansas City, MO 64108 [Region 07]

Contact: Ms. Karen Messerli, Mayor of Lee's Summit
(816) 474-5502 Type of Organization: Labor Union

Program: On-Site Day Care

DMS Chemical & Industrial Distributors

2221 E. 12th Street
Kansas City, MO 64127 [Region 07]

Contact: Mr. Herman Glass, Jr., President
(816) 483-3008 Type of Organization: Business

Program: Employee Retention

First Step Fund

1080 Washington Street
Kansas City, MO 64105 [Region 07]
Contact: Ms. Carol Jacobson, Exec. Director
(816) 474-5111 x247 Type of Organization: Non-profit
Program: First Step Fund

Hallmark Cards, Inc.

2501 McGee
Box 419580
Kansas City, MO 64141-6580 [Region 07]
Contact: Ms. Andrea Zeorlin, Work & Family Services
(816) 545-6941 Type of Organization: Business
Program: Educational awareness consultation sessions: review of parent information on topics of normal child development and behavior, child behavior management, family issues and life events, par

Johnston Insurance Agency

21 West Gregory Boulevard
Kansas City, MO 64114 [Region 07]
Contact: Mr. Thomas Johnston, President
(816) 361-2423 Type of Organization: Business
Program: Unnamed

Saint Joseph Health Center

1000 Carondelet
Kansas City, MO 64114 [Region 07]
Contact: Ms. Deborah Hays, Vice President
(816) 943-3945 Type of Organization: Non-profit
Program: Re-structuring career ladder and pay in our child development center.

Scholastic, Inc., National Distribution Center

2931 East McCarth
Jefferson City, MO 65101 [Region 07]
Contact: Mr. Dave Spieker, Director, Human Resources
(314) 636-5271 Type of Organization: Business
Program: Dependent care program for full-time employees, by providing 20 days of paid time off leave for primary parents following childbirth after one full year of employment.

The American Business Women's Association

9100 Ward Parkway
Box 8728
Kansas City, MO 64114-0728 [Region 07]
Contact: Ms. Carolyn B. Elman, Executive Director
(816) 361-6621 Type of Organization: Non-profit
Program: Business Skills Development Grant and Loan Program

(MT) Montana

Blackfeet Community College

P.O. Box 819
Browning, MT 59417 [Region 08]
Contact: Mr. George Kipp, Vocational Educational Director
(406) 338-5111 Type of Organization: Education
Program: On-site child care center; student housing units for women; and a substance abuse program for young women.

Career Development Program, Miles Community College

2715 Dickinson Street
Miles City, MT 59301 [Region 08]
Contact: Ms. Sharon Kearns, Director
(406) 232-3031 Type of Organization: Non-profit
Program: Self-Employment Instruction and Micro Loan Program

Career Futurers, Inc.

44 E. Park Plaza
Butte, MT 59701 [Region 08]
Contact: Ms. Gayle Howell, Executive Director
(406) 723-9101 Type of Organization: Non-profit
Program: Training women in non-traditional careers. Incorporated the results of WWC survey into curriculum.

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Career Training Institute

32 South Ewing
Helena, MT 59601 [Region 08]
Contact: Ms. Caren Brandenberg, Project Director
(406) 443-0800 Type of Organization: Non-profit
Program: Training Women in nontraditional jobs. Six women have been trained to be commercial drivers. Three women have been in commercial driving positions. Three women are in job search.

Child Care Resources

P.O. Box 7038
Missoula, MT 59807 [Region 08]
Contact: Ms. Marjorie Boshaw, Director
(406) 728-6446 Type of Organization: Non-profit
Program: Child care provider training, support and improvement program, low interest short-term loans program

City of Missoula

435 Ryman Street
Missoula, MT 59892 [Region 08]
Contact: Mr. Fred Rice, Personnel/EEO Officer
(406) 523-4730 Type of Organization: Gov't/Elected Official
Program: Pay Equity Survey, Family Friendly Task Force, Diversity & Sexual Harassment Training, EAP

Friendship Center of Helena

1503 Gallatin
Helena, MT 59601 [Region 08]
Contact: Mr. Matthew Dale, Executive Director
(406) 442-6800 Type of Organization: Non-profit
Program: Career opportunties for women afected by domestic and sexual violence

Montana Women's Capital Fund

P.O. Box 271
Helena, MT 59624 [Region 08]
Contact: Ms. Kelly Flaherty, Executive Director
(406) 443-3144 Type of Organization: Non-profit
Program: Women Business Owners Funding

Salish and Kootenai Community College

Highway 93 North
Box 117
Pablo, MT 59855 [Region 08]
Contact: Ms. Lois Slater, Director, Career Services
(406) 675-4800 Type of Organization: College
Program: Day care for the Head Start Program was started. Volunteer parents and students. Students are allowed to work off day care bill orpay tuition by volunteering. Provides cultural projects and enhane

(NC) North Carolina

Catawba Valley Community College

2550 HW4 70 SE
Hickory, NC 28601 [Region 04]
Contact: Ms. Michelle Alexander, Sex Equity Coordinator
(704) 327-7009 Type of Organization: College
Program: Women's Center

Child and Parent Support Services

806 A Clarendon Street
Durham, NC 27705 [Region 04]
Contact: Ms. Shelia Jones, Executive Director
(919) 286-7112 Type of Organization: Non-profit
Program: na

Fayetteville Community Child Development Council, Inc.

1869 Gola Drive
Fayetteville, NC 28301 [Region 04]
Contact: Dr. Gertha S. Gibson, Executive Director
(910) 488-2188 Type of Organization: Non-profit
Program: Increasing awareness of availability to improve pay and benefits

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(ND) North Dakota

Abused Adult Resource Center

P.O. Box 167
Bismarck, ND 58502 [Region 08]

Contact: Ms. Diane Zainhofsky, Executive Director
(701) 222-8370 Type of Organization: Non-profit

Program: Seeds of Hope education and training project. Was started with a mission to provide an environment in which women who are batteredcan choose to maximize their personal economic or social potential.

Little Hoop Community College

P.O. Box 269
Ft. Totten, ND 58335 [Region 08]

Contact: Dr. Merril Berg, President
(701) 766-4415 Type of Organization: college

Program: Develop child care for students and employees. Working with the developing of a comprehensive child care center for all children and families. Hoping to have four centers.

ND Department of Economic Development

1833 E. Bismarck Expressway
Bismarck, ND 58504 [Region 08]

Contact: Pat Graff, Administrator
(701) 328-5300 Type of Organization: Business

Program: Allow employees to work flexible schedules. Also rotate support staff to avoid burnout.

ND Newspaper Association

1435 Interstate Loop
Bismarck, ND 58501 [Region 08]

Contact: Ms. Denise Bornson, Executive Director
(701) 223-6397 Type of Organization: Non-profit

Program: In 1995 started studying our family leave policies and benefits to work toward becoming a family friendly workplace. There were several strategies regarding flexible work schedules, benefits, dep. ca

North Dakota Game & Fish Department

100 N. Bismarck Expressway
Bismarck, ND 58501 [Region 08]

Contact: Ms. Nancy Krumwiede, Administrative Assistant
(701) 328-6312 Type of Organization: Gov't/Elected Official

Program: Project will help make women aware of environment and outdoor activities which will provide them training for non traditional outdoors activities.

Office of Intergovernmental Assistance

600 E. Boulevard Avenue
Bismarck, ND 58505 [Region 08]

Contact: Ms. Shirley Dukshoorn, Director
(701) 328-4499 Type of Organization: Gov't/Elected Official

Program: Started providing in-service and in-house training to upgrade skills of clerical staff in an attempt to make them more productive, develop more value to themselves and the company.

Women's Business Leadership Council

25 First Avenue West
Dickinson, ND 58601 [Region 08]

Contact: Ms. Linda Steve, CPA
(701) 225-1842 Type of Organization: Non-profit

Program: Established a loan program through local banks to give start-up businesses with less hassle. Business that have 10 or more employees can receive a maximum loan of $5,000 for 5 years.

(NH) New Hampshire

ORR and Reno

1 Eagle Square
Concord, NH 03301 [Region 01]

Contact: Mr. Peter Burger, Partner/Associate
(603) 224-2381 Type of Organization: Business

Program: Flexiplace and Parental Educational Classes

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Wheelabrator Technologies

Liberty Lane
Hampton, NH 03842 [Region 01]
Contact: Ms. Linda Meissner, Human Resources Assistant
(603) 929-3000 Type of Organization: Business
Program: Day Camp Program

(NJ) New Jersey

AlliedSignal Inc.

101 Columbia Road
Morristown, NJ 07962-1057 [Region 02]
Contact: Ms. Susan Hofman, Director, Diversity & Human Resource Services
(201) 455-2261 Type of Organization: manufacturing
Program: On-site Child Development Center

American Home Products

Five Giralda Farms
Madison, NJ 07940 [Region 02]
Contact: Ms. Carol G. Emerling, Corporate Secretary
(201) 660-6138 Type of Organization: Business
Program: Child Development Center - On site

Automated Distribution

Automated Distribution Systems, L.P.
250 Carter Drive
Edison, NJ 08817 [Region 02]
Contact: Ms. Tracy Adkins Hannon, Human Resources Mgr
(908) 287-8900 Type of Organization: Business
Program: Cross training employees to encourage women to apply for typically male positions

Bloomfield Health Careers Foundation, Inc. Dentistry Educat

332 Belleville Avenue
Bloomfield, NJ 07003 [Region 02]
Contact: Dr. Gene F. Napoliello, Dental Assisting Apprenticeship
(201) 743-1755 Type of Organization: Business
Program: Dental Assisting Apprenticeship Program

Blue Cross Blue Shield of New Jersey

3 Penn Plaza East PP-08Y
Newark, NJ 07105 [Region 02]
Contact: Ms. Jane Canace, Consultant/Human Resources
(201) 466-5212 Type of Organization: Business
Program: Career Development /Alternative Work Scheduling

Bristol-Myers Squibb Pharmaceutical Group

P.O. Box 4500
Princeton, NJ 08543-4500 [Region 02]
Contact: Ms. Peggy Verdi, Senior Human Resources Associate
(609) 897-4126 Type of Organization: Business
Program: (1)Enhanced Family Leave Policy (2)Alternate Work Scheduling

Children First Inc.

34 Exchange Place
Jersey City, NJ 07303 [Region 02]
Contact: Magda Santos, Marketing/National Alliance Coordinator
Type of Organization: Business
Program: Employee benefits package, flexible spending plan, backup childcare, literacy training

Chubb & Son Inc.

15 Mountain View Avenue
Warren, NJ 07059 [Region 02]
Contact: Ms. Victoria Cull, Work/Life Coordinator
(908) 903-3505 Type of Organization: Business
Program: "snowy day program"

Englewood Hospital & Medical Center

350 Engle Street
Englewood, NJ 07631 [Region 02]
Contact: Ms. Shelly Rosenstock, Director of Public Relations & Communications
(201) 894-3495 Type of Organization: Non-profit
Program: 1)Child Day Care Service 2)Parenting Classes/Patient Care Associate-English As A Second Language

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HIP Health Plan of NJ

One HIP Plaza
North Brunswick, NJ 08902 [Region 02]

Contact: Ms. Stacey M. Aster, Compensation/Benefits Manager
(908) 937-7774 Type of Organization: Business

Program: HIP Health Plan of New Jersey launched a 12 month Flexible Work Week pilot program, which became permanent on August 1, 1995.

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372 South Main Street
Williamstown, NJ 08094 [Region 02]

Contact: Ms. Jacqueline Finnegan, Executive Director
(609) 629-1444 Type of Organization: Unknown

Program: MMUA Flextime customer and employee advantage

Jersey Shore Medical Center

1945 Route 33
Neptune, NJ 07753 [Region 02]

Contact: Ms. Marie Isacson, H.R. Development Coordnator
(908) 776-4595 Type of Organization: Non-profit

Program: Expressions of love - Employee lactation program

Johnson & Johnson

One Johnson & Johnson Plaza
New Brunswick, NJ 08933 [Region 02]

Contact: Mr. Chris Kjeldsen, VP for Community & Workplace Programs
(908) 524-3030 Type of Organization: Business

Program: Established in New Jersey a network of 5 licensed family day care provider and contracting with 2 national child care companies

KPMG Peat Marwick, LLP

Three Chestnut Ridge Road
Montvale, NJ 07645 [Region 02]

Contact: Mr. Bernard J. Milano, Partner in Charge Recruiting and Personnel Administration
(201) 307-7662 Type of Organization: Limited Liability Partnership

Program: Flexible Work Program; Child Care Discount program; METPAY insurance discount program; MEDEX medical and travel advisory service; PhD project; founded the African-American Accounting Doctoral Stud

Kwasha-Lipton, LLC

2100 N. Central Road
Ft. Lee, NJ 07024-1400 [Region 02]

Contact: Ms. Karol Rose, Principal
(201) 305-5264 Type of Organization: Business

Program: 1) Dependent-care resource and referral service, 2) Family convenience services

Merck & Co., Inc.

1 Merck Drive WSIF-58
Whitehouse Station, NJ 08889 [Region 02]

Contact: Mr. Perry Christensen, Director, Human Resources
(908) 423-2893 Type of Organization: Business

Program: Day Care 1) Building new center in PA ('97) 2) Expand day care program at major sites ('95-96)3) Expand referral program ('96) 4) Implement an alternative work arrangement policy ('95).

Prudential Insurance Company of America

715 Broad St. -- 18th Floor
Newark, NJ 07102 [Region 02]

Contact: Ms. Colette Y. Roan, Personnel Policies Advisor
(201) 802-2482 Type of Organization: Business

Program: New Jersey Grant Makers; Pru WIN (Women's Information Network)

Rutgers University

Old Queens Building, Rm. 112
New Brunswick, NJ 08903 [Region 02]

Contact: Ms. Leslie A. Fehrenbach, Assoc. Vice President for Administration & Pub Safety
(908) 932-8404 Type of Organization: University

Program: Campaign Against Sexual Harassment

The CIT Group

650 CIT Drive
Livingston, NJ 07039 [Region 02]

Contact: Ms. Margaret Costello, AVP/Employment and Employee Relations
(201) 740-5485 Type of Organization: Business

Program: Back-Up Child Care Program

Valuing Women's Work

Building the Family Friendly Workplace

Improving Pay and Benefits

The Port Authority of NY & NJ

241 Erie Street
First Floor
Jersey City, NJ 07310 [Region 02]
Contact: Ms. Virginia Trubek, Manager, Facility Construction Support Div. Engineering Dept
(201) 216-2100 Type of Organization: Bi-State Transportation & Trad
Program: Training Program for Women in electronics

The Sandwich Generation

Box 132
Wickatunk, NJ 07765 [Region 02]
Contact: Ms. Carol Abaya, Publisher
(908) 536-6215 Type of Organization: Business
Program: Presenting workshops, in conjunction with employers, on intergenerational issues

Visual Education Corp.

Box 2321
Princeton, NJ 08540 [Region 02]
Contact: Mr. Dick Lidz, President
(609) 799-9200 Type of Organization: Business
Program: work at home

YMCA Women's Opportunity Center

5001 Centerton Road
Mt. Laurel, NJ 08054 [Region 02]
Contact: Ms. Mary Conrad, Director
(609) 234-6200 x224 Type of Organization: Non-profit
Program: Job Training & Career Advancement/Non traditional Training; Seminars on salary negotiations on tri-monthly basis/non-traditional training program

(NM) New Mexico

Eastern New Mexico University GRADS program

1013 Calle Del Sol
Socorro, NM 87801 [Region 06]
Contact: Ms. Sharon Waggoner, Co-Director, NM GRADS
(505) 835-1785 Type of Organization: Educational Institute
Program: New Mexico GRADS Program

Women's Housing Coalition

2626 San Pedro NE
Suite 1
Albuquerque, NM 87110 [Region 06]
Contact: Ms. Linda Sutton, Administrative Assistant
(505) 844-8856 Type of Organization: Non-profit
Program: Basic Property Maintenance Training Class

Youth Development, Inc.

6301 Central, NW
Albuquerque, NM 87105 [Region 06]
Contact: Ms. Elisa Paster, Technical Assistance Coordinator
(505) 831-6038 Type of Organization: Non-profit
Program: New workplace for women project

(NV) Nevada

International Game Technology (IGT)

520 S. Rock Boulevard
Reno, NV 89502 [Region 09]
Contact: Ms. Rita Jones, EEO/AA Officer-Employee Relations
(702) 688-5668 Type of Organization: Business
Program: The Child Garden facility at South Meadows

JOIN (Job Opportunities in Nevada)

560 Mill Street
Reno, NV 89502 [Region 09]
Contact: Ms. Jill Wells, Training Coordinator
(702) 785-6106 x 140 Type of Organization: Non-profit
Program: Nontradtitional training for women

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Mirage Resorts Inc.

3400 Las Vegas Blvd South
Las Vegas, NV 89109 [Region 09]
Contact: Mr. Arte Nathan, Vice President-Human Resources
(702) 791-7500 Type of Organization: Business
Program: Child Care Discount Program; Child Care Tax Saving Plan; Advancing thru Education; Supporting the Family

Nevada Women's History Project

c/o Women's Studies-046
UNR
Reno, NV 89557 [Region 09]
Contact: Ms. Jean Ford, Chair
(702) 784-1560 Type of Organization: Non-profit
Program: Women and Work: Role Models in Nevada History

Office of the Attorney General

198 S. Carson Street
Carson, NV 89710 [Region 09]
Contact: Ms. Misty Young, Executive Assistant
(702) 687-3512 Type of Organization: Gov't/Elected Official
Program: Zero tolerance of Sexual Harassment

(NY) New York

ADEMCO Group

178 Michael Drive
Syosset, NY 11791 [Region 02]
Contact: Ms. Kathy Engel, VP, Human Resources
(516) 921-6704 /5090 Type of Organization: Business
Program: CHILD CARE RESOURCE AND REFERRAL POLICY

AFL-CIO

3047 West Henriett Road
Rochester, NY 14623 [Region 02]
Contact: Mr. Chis Garlock, President
(716) 424-1920 Type of Organization: Labor Union
Program: Dependent care & make available the working women count report as background information

AIL Systems Inc.

455 Commack Road
Deer Park, NY 11729 [Region 02]
Contact: Ms. Pamela Benson, Compensation Analyst
(516) 595-5747 Type of Organization: Business
Program: Child Care Corporate Discount/Telecommuting

All Metro Health Care/Caregivers on Call

50 Broadway
Lynnbrook, NY 11563 [Region 02]
Contact: Ms. Marsha Cooper, Managing Director
(516) 887-1200 Type of Organization: Business
Program: "AID TO OUR AIDES PROGRAM" - emergency child care to health care aides

American Express

200 Vesey Street
New York, NY 10285-3213 [Region 02]
Contact: Ms. Sunita Holzer, Vice President Diversity Integration
(212) 640-5487 Type of Organization: Business
Program: Lifeworks Family Resource Program; back-up child care at NY location as pilot for nationwide locations

Bausch & Lomb

One Bausch - Lomb Place
Rochester, NY 14604 [Region 02]
Contact: Ms. Renee Noll, Human Resources Representative
(716) 338-5096 Type of Organization: Business
Program: Introduction of lifeworks

Blue Cross and Blue Shield of the Rochester Area

Gateway Centre
150 East Main Street
Rochester, NY 14647 [Region 02]
Contact: Ms. Patricia Morrizan,
(716) 238-4311 Type of Organization: Non-profit
Program: Family Focus

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Board of Cooperative Educational Services, Adult & Continuin

3589 Big Bridge Road
Spencerport, NY 14559 [Region 02]
Contact: Ms. Lorelee Castaldo, Director
(716) 352-2764 Type of Organization: Education
Program: Building Blocks Child Care Center

Briarcliffe College

250 Crossways Park Drive
Woodbury, NY 11797 [Region 02]
Contact: Ms. Mary Ann Achtziger, Dean of Administration
(516) 364-2055 Type of Organization: College
Program: Women' Workshops for Non-traditional employment, co-sponsor, PREP PLUS

BrookHaven National Laboratory

P.O. Box 5000, Bldg. 185A
Upton, NY 11973 -500 [Region 02]
Contact: Ms. Lorraine Merdon, Asst. Human Resources Manager; Diversity Manager
(516) 344-3318 Type of Organization: Non-profit
Program: Sexual Harassment Awareness Training

Brooklyn Academy of Music

30 Lafayette Avenue
Brooklyn, NY 11217 [Region 02]
Contact: Ms. Liz Sharpe, Personnel Director
(718) 636-4104 Type of Organization: Non-profit
Program: Flexible work arrangements/Expansion of sick leave

Broome County Child Development Council, Inc.

29 Fayette Street
P.O. Box 880
Binghamton, NY 13902-0880 [Region 02]
Contact: Ms. Maura Fetsko, Human Resources Coordinator
(607) 723-8313 Type of Organization: Non-profit
Program: Present an on-site seminar "Career & Family: Making it all Work"

Chase Manhattan Bank, NA

1 Chase Manhattan Plaza
New York, NY 10081 [Region 02]
Contact: Mr. John J. Farrell, Executive VIce President
(212) 552-6889 Type of Organization: Business
Program: (1) Several activities under Building Fam. Friendly Workplace; (2.) Several notable projects

Children First

230 W. 55th Street
Suite 6B
New York, NY 10019 [Region 02]
Contact: Ms. Mary Ellen Zung, Regional Marketing Manager
(212) 265-0674 Type of Organization: Business
Program: Backup child care centers located at 4 centers

Children First Inc.

630 Fifth Avenue
New York, NY 10111 [Region 02]
Contact: Maureen Tichenor, Marketing/National Alliance Coordinator
Type of Organization: Business
Program: Employee benefits package, flexible spending plans; backup child care; literacy training

Children First Inc.

New York Life, 51 Madison Ave.
New York, NY 10010 [Region 02]
Contact: Beverly McAllister, Marketing/National Alliance Coordinator
Type of Organization: Business
Program: Employee benefits package; flexible spending plan; backup childcare; literacy training

Children First Inc.

200 Park Ave.
New York, NY 10166 [Region 02]
Contact: Myra Oria, Marketing/National Alliance Coordinator
Type of Organization: Business
Program: Employee benefits package; flexible spending plans; backup childcare; literacy training

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Children's Television Workshop (CTW)

One Lincoln Plaza
New York, NY 10023 [Region 02]
Contact: Ms. Carolyn Greene, Regional Director
Type of Organization: Non-profit
Program: Sesame Street Preschool Educational Program (Sesame Street PEP)

City Employees Union Local 1635/AFSCME (AFL-CIO)

2680 Ridge Road
West Suite 203
Rochester, NY 14626 [Region 02]
Contact: Mr. Brian Woods, Vice President
(716) 227-3210 Type of Organization: Labor Union
Program: Negotiating for: flexible hours of work, on site chill care, training and education through work on the job.

CMP Publications Inc.

600 Community Drive
Manhasset, NY 11030 [Region 02]
Contact: Ms. Leah Landro, Director, Compensation and Benefits
(516) 562-5517 Type of Organization: Business
Program: There is no specific project. We are continuosly enhancing our work and family benefits, as well as our overall benefits program.

Cold Spring Harbor Laboratory

1 Bungtown Road
Cold Spring Harbor, NY 11724 [Region 02]
Contact: Ms. Cheryl Sinclair, Human Resources Director
(516) 367-8499 Type of Organization: Non-profit
Program: On-Site Child Care Center

Communications Workers of America

80 Pine Street 37th
New York, NY 10005 [Region 02]
Contact: Ms. Donna Dolan, Director Work & Family Issues
(212) 344-7332 Type of Organization: Labor Union
Program: Collective bargaining between NYNEX & CWA to get women workers better pay & benefits

Computer Associates

One Computer Associates Plaza
Islandia, NY 11788-7000 [Region 02]
Contact: Ms. Liz Campiglia, Public Relations
(516) 342-2119 Type of Organization: Business
Program: 1) Healthy Babies programs Mar., 92 2) CA Academy 6/94

Eastman Kodak Company

343 State Street
Rochester, NY 14650 -110 [Region 02]
Contact: Ms. Catherine McDonald, Manager Work/Life Initiatives
(716) 724-2902 Type of Organization: Business
Program: HIV/Aids Awareness Program

Equitable

787 7th Avenue
New York, NY 10019 [Region 02]
Contact: Ms. Joan Waring, Assistant Vice President
(212) 554-2185 Type of Organization: Business
Program: Paid adoption leave; back-up (emergency) day care, gynecological exams on site

Generations-Child & Adult Day Care

230 Cordwater Road
Rochester, NY 14624 [Region 02]
Contact: Ms. Bridget A. Shumway, President
(716) 247-3490 Type of Organization: Business
Program: Family Resource Room

Hospital and Health Care Employees Union District 1199

46 Prince Street
Rochester, NY 14607 [Region 02]
Contact: Ms. Denise Young, Rochester CEO
(716) 244-0830 Type of Organization: Labor Union
Program: Spring 1994, Survey on Balancing Work and Family

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IBM

Route 9 Town of Mt. Pleasant
North Tarrytown, NY 10591 [Region 02]
Contact: Ms. Susan Hoeft, Program Manager, Workforce Diversity
(914) 332-2703 Type of Organization: Business
Program: Diversity Councils and Exective Women's Task Force

Jaco Electronics

145 Oser Avenue
Hauppauge, NY 11788 [Region 02]
Contact: Ms. Karen Blankmeyer, Human Resources Mgr.
(516) 273-5500 Type of Organization: Business
Program: *Job sharing/Alternative Work Schedules - 09/01/95, Training through education - 11/01/95

Key Corporation (Key Bank)

22 Corporate Woods Blvd
Albany, NY 12211 [Region 02]
Contact: Ms. Patricia A. Robinson, VP Manager Human Resource Compliance
(518) 391-1551 Type of Organization: Business
Program: Alternative work schedules, started 12/01/94; Higher educational reimbursement for undergraduate and graduate studies, started 01/01/96.

Lutheran Medical Center

150, 55th Street
Brooklyn, NY 11220 [Region 02]
Contact: Ms. Mary Teresa McKenna, Assoc. Director Community Ref.
(718) 630-7155 Type of Organization: Non-profit
Program: Training; Magical Years Early Childhood Center (40)

Metro-North Railroad

347 Madison Ave.
New York, NY 10017 [Region 02]
Contact: Ms. Celia Ussak, Director Personnel
(212) 340-2132 Type of Organization: Unknown
Program: Reduced Hours

Monroe 2 - Orleans BOCES

3589 Big Ridge Road
Spencerport, NY 14559 [Region 02]
Contact: Ms. Lorelee Castaldo, Director of Adult Education
(716) 352-2478 Type of Organization: Non-profit
Program: Building Blocks Child Care Center

Monroe County Federation of Social Workers, IUE 381

167 Flanders Street
Suite D43
Rochester, NY 14607 [Region 02]
Contact: Ms. Trudy Humphrey, President
(716) 328-7170 Type of Organization: Labor Union
Program: TV Ad Campaign to pressure NYS Governor to increase day care subsidies to low income families

Nassau County

One West Street
Mineola, NY 11501 [Region 02]
Contact: Mr. Robert Olden, Deputy County Executive
(516) 571-3978 Type of Organization: Gov't/Elected Official
Program: Nassau County Salary Enhancement

Pfizer Inc.

630 Flushing Avenue
Brooklyn, NY 11206 [Region 02]
Contact: Mr. John Day, Plant Manager
(718) 780-8670 Type of Organization: Business
Program: Stand by on call

Pfizer Inc.

235 East 42nd Street
3rd Floor
New York, NY 10017 [Region 02]
Contact: Ms. Heather Mullen-McHale, Equal Opportunity Affairs Specialist
(212) 573-7689 Type of Organization: Business
Program: Emergency backup child care center

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Rockland County - Office of the County Executive

Rockland County Dept. of Personnel
18 New Hempstead Road
New City, NY 10956 [Region 02]

Contact: Ms. Laurie Rindskopf, Ph.D., Human Resources Coordinator
(914) 638-5250 Type of Organization: Gov't/Elected Official

Program: (1)Pay Equity/Job Evaluation Study (2)Study of alternative work arrangements

The Brooklyn Hospital Center

121 Dekalb Avenue
Brooklyn, NY 11201 [Region 02]

Contact: Ms. Barbara M. Just, Assoc. Director, Marketing & Communications
(718) 250-6425 Type of Organization: Hospital

Program: (1) "Alternative Work Agreements"; (2) " Patient Focused Care Project" Support Service Associates - Cross Training & Upgrading of skills

The Labor Institute

853 Broadway
Rm. 2014
New York, NY 10003 [Region 02]

Contact: Ms. Cydney Pullman, Co-director
(212) 674-3322 Type of Organization: Non-profit

Program: Violence at Work: A Training Workbook & video for working people (as well as our on-going projection preventing sexual harassment at work)

Tiffen MFG Corp

90 Oser Avenue
Hauppauge, NY 11788 [Region 02]

Contact: Ms. Barbara Happes, H.R. Director
(516) 273-2500 Type of Organization: Business

Program: Child Care Referral & Flex Hours

Ulster County Board of Cooperative Educational Services

Ulster BOCES
P.O. Box 601
Port Ewen, NY 12466 [Region 02]

Contact: Ms. Dorothy Carbo, Coordinator of Adult Education, New Ventures Program
(914) 331-6680 Type of Organization: Education

Program: Established a women's center

Underwriters Laboratories, Inc

1285 Walt Whitman Road
Melville, NY 11747 [Region 02]

Contact: Ms. Hanita Alexander, Senior Human Resource Generalist
(516) 271-6200 Type of Organization: Business

Program: Lunch Time Wellness Programs on Family and Child Care Issues

UNITE - Union of Needletrades, Industrial and Textile Emplo

1710 Broadway
New York, NY 10019 [Region 02]

Contact: Ms. Desma Holcomb, Associate Research Director
(212) 332-9313 Type of Organization: Labor Union

Program: School Break Child Care for UNITE staff

University of Rochester, Family Care Program

River Campus
Spurrier Hall, Room 207
Rochester, NY 14627 [Region 02]

Contact: Ms. Doris Robinson, Family Care Coordinator
(716) 273-5877 Type of Organization: Non-profit

Program: Extension of a summer camp from 8 to 9 weeks; increase in the number of day care centers that offer discounts; expansion of the elder care and child care referral services.

YMCA of Greater NY

333 7th Avenue
New York, NY 10001 [Region 02]

Contact: Ms. Ellie Murphy, Director, Staff/Vol. Development
(212) 630-9617 Type of Organization: Non-profit

Program: A Women's Network to provide on-going support for female staff

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(OH) Ohio

Charles Eliot Middle School
15700 Lotus Drive
Cleveland, OH 44128 [Region 05]
Contact: Ms. Gloria W. Brown, Cleveland Teachers Union Building Chairperson and Teacher
(216) 752-0100 Type of Organization: Public School
Program: Building The Family Friendly Work Place

Cincinnati Bell Telephone
201 E. 4th Street
Cincinnati, OH 45202 [Region 05]
Contact: Ms. Pamela B. Wolfe, Director, Compensation and Benefits Planning
(513) 397-6770 Type of Organization: Business
Program: Eldercare Assistance Program

Creativity for Kids
1802 Central Avenue
Cleveland, OH 44115 [Region 05]
Contact: Ms. Phyllis Brody, Co-President
(216) 589-4800 Type of Organization: Business
Program: Taxi service for second shift employees, fall 1995

Greater Cleveland Regional Transit Authority
615 W. Superior Avenue
Cleveland, OH 44113 [Region 05]
Contact: Ms. Rosemary Covington, Assistant General Manager- Marketing and Development
(216) 566-5084 Type of Organization: Transit Authority
Program: Triskett/Windemere Headstart Child care facility

Office of the Governor
77 South High Street
30th Floor
Columbus, OH 43266 [Region 05]
Contact: Ms. Susan Rohrbough, Director, Heal Start - Ohio Collaborative Project
(614) 644-7368 Type of Organization: Gov't/Elected Official
Program: Ohio Family and Child Care First

Procter & Gamble
1 Procter & Gamble Plaza
Cincinnati, OH 45202 [Region 05]
Contact: Ms. Joyce Keeshin, Manager, Worldwide Diversity
(513) 983-2188 Type of Organization: Business
Program: LifeWorks Resource & Referral/Extended Reduced Work Schedule

(OK) Oklahoma

City of Tulsa
200 Civic Center
Room 803
Tulsa, OK 74103 [Region 06]
Contact: Mr. Teddy Palmer, Manager, Human Resources Training & Development
(918) 596-7439 Type of Organization: Gov't/Elected Official
Program: Diversity Consortium - 09/01/94 - 2000, Women's Forum - 07/31/95 - 921

Teubner & Associates
PO Box 1994
Stillwater, OK 74076 [Region 06]
Contact: Ms. Stefanie Gutermann, Administrative Assistant
(405) 624-2254 Type of Organization: Business
Program: Changes in Teubner & Associates company procedures and benefits

Tulsa City/County Health Dept.
4616 E. 15th Street
Tulsa, OK 74112 [Region 06]
Contact: Mr. John Gogets, HR Mgr.
(918) 744-1000 x3010 Type of Organization: Gov't/Elected Official
Program: 1) Leave-share program, began 01/01/96 2) A.Career Ladder, began 02/01/95; B. diversity training, began 04/01/96

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(OR) Oregon

Creativity Teams for Women

2080 SE Caruthers #7
Portland, OR 97214 [Region 10]

Contact: Pat Ware, Founder/Facilitator
(503) 232-9756 Type of Organization: On-going , Networking, support

Program: Creativity Teams for Women

Oregon Child Development Fund of the Oregon Community Fdtn.

American Bank Building
621 S.W. Morrison Street, Suite 725
Portland, OR 97205 [Region 10]

Contact: Chris Tomlinson, Executive Director
(503) 277-4288 Type of Organization: Non-profit

Program: First by five - infant/toddler caregiver training statewide comprehensive training to improve the supply and quality of child care for working families

Oregon Commission for Child Care

875 Union St NE
Salem, OR 97311 [Region 10]

Contact: Ms. Marcia Martin, Executive Officer
(503) 378-3509 Type of Organization: Unknown

Program: The Big Change: The Campaign for Business & Family

Oregon Employment Dept.

875 Union NE
Room 207
Salem, OR 97311 [Region 10]

Contact: Ms. Linda Burgin, Program Coordinator, Wage Analysis Unit
(503) 378-3834 Type of Organization: Employment Security Agency

Program: Series of publications on issues concerning Working Families in Oregon: "Poverty and Income." "Workforce Statistics by Gender."

Portland Community College

P.O. Box 19000
Room SY AM B6
Portland, OR 97219-0990 [Region 10]

Contact: Ms. Rebecca Hagen, Project Coordinator, Women and Their Work
(503) 977-4130 Type of Organization: Community College

Program: "The Gallery of Success" a computer resource to help women learn about non-traditional careers.

PRO TEM Foundation/Professional Staffing Services

1001 SW Fifth Avenue
Suite 1225
Portland, OR 97204 [Region 10]

Contact: JO Rymer Culver, President/CEO
(503) 228-1177 Type of Organization: Non-profit

Program: Steps to success/Pro Tem Foundation

Student Resource Center Portland Community College

PO Box 19000
Portland, OR 97280 [Region 10]

Contact: Ms. Joanne Truesdell, Director
(503) 614-7435 Type of Organization: Non-profit

Program: Rock Creek Evening Child Care Program

WE Fund, Inc.

P.O. Box 2572
Clackamas, OR 97015 [Region 10]

Contact: Ms. Dorothy Cole, President
(503) 524-1822 Type of Organization: Non-profit

Program: WE FUND, Inc. provides collateral funds to small businesses

Women Working

85225 Florence Road
Eugene, OR 97405 [Region 10]

Contact: Ms. Donna LaRosa Rose, Board of Directors Member
(541) 342-7332 Type of Organization: Support & Networking Group

Program: Monthly meetings & community outreach

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(PA) Pennsylvania

Blue Cross of Western Pennsylvania
Fifth Avenue Place
Suite 414
Pittsburgh, PA 15222 [Region 03]
Contact: Ms. Rosemary Bufalini, Director,Human Resources Administration
(412) 255-7050 Type of Organization: Business
Program: Travel Expense Reimbursement For Child Care

CIGNA Corporation
1650 Market Street, OLP53
Philadelphia, PA 19192-1530 [Region 03]
Contact: Ms. Susan Thomas, Dir. Emp. Pol. & Prog.
(215) 761-6087 Type of Organization: Business
Program: adoption expense reimbursement

CoreStates Financial Corp.
P.O. Box 7618
F.C. 1-3-14-59
Philadelphia, PA 19101-7618 [Region 03]
Contact: Ms. Jody M. Lyons, Work-Life Manager
(215) 786-8022 Type of Organization: Business
Program: Alternative Work Schedule (AWS) program

Criterion Communication
234 Mall Blvd.
King of Prussia, PA 19406 [Region 03]
Contact: Ms. Lilli Burns, Communications Manager
(610) 992-2138 Type of Organization: Business
Program: Flexible work options

Delaware Valley Child Care Council
401 N. Broad Street
Suite 818
Philadelphia, PA 19108 [Region 03]
Contact: Ms. Phyllis Belk, Executive Director
(215) 922-7526 Type of Organization: Non-profit
Program: Best Employer for Working Parents Award in the Delaware Valley was initiated to emphasize the important link between employers and working parents.

Duquesne Light Company
411 Seventh Avenue
Pittsburgh, PA 15230-193 [Region 03]
Contact: Ms. Diane Reimer, Director, Affirmative Action & HR Planning
(412) 393-6942 Type of Organization: Business
Program: Lunch Time Seminars

ISI
3501 Market Street
Philadelphia, PA 19104 [Region 03]
Contact: Ms. Ellen Woodland, Mgr. Admin. Systems & Compliance
(215) 386-0100 Type of Organization: Business
Program: ISI's Scholarship Program

Moms Minutes
502 Derstone Avenue
Lansdale, PA 19446 [Region 03]
Contact: Ms. Patti Nagel, President
(215) 412-7473 Type of Organization: Business
Program: Moms minutes

North Allegheny School Dist.
200 Hill Vue Lane
Pittsburgh, PA 15237 [Region 03]
Contact: Ms. Naida Grunden, School/Community info. Coordinator
(412) 369-5445 Type of Organization: School District
Program: G.O.L.D. Overnight

QVC Inc.
1365 Enterprise Drive
West Chester, PA 19380 [Region 03]
Contact: Ms. Sheila C. Salido, Marketing Manager
(610) 701-1000 Type of Organization: Business
Program: QVC presents FFANY shoes on sale

QVC, Inc.
Goshen Corporate Park
West Chester, PA 19380 [Region 03]
Contact: Ms. Carol A. Strogen, Manager, Variable Scheduling
(610) 701-8466 Type of Organization: Business
Program: Home Agent Test - Semi-Flex Scheduling Option

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The Partnership Group, Inc.

1400 Union Mtg Road, Suite 102
Blue Bell, PA 19422-1920 [Region 03]
Contact: Ms. Cheryl Swingle, H.R. Manager
(215) 643-8383 Type of Organization: Business
Program: Family Room

University of Pittsburgh Medical Center

200 Lothrop Street
Pittsburgh, PA 15213 [Region 03]
Contact: Ms. Monica Joyce, Staff Associate, Human Resources
(412) 647-3354 Type of Organization: Non-profit
Program: On-Site day care on severe weather days.

(PR) Puerto Rico

Aqueduct and Sewer Authority

Box 7066 Barrio Obrer Station
Santurce, PR 00916 [Region 02]
Contact: Ms. Nilda Munoz-Vissepo, Chairperson - Governing Board
(787) 756-2126 Type of Organization: Gov't/Elected Official
Program: Tutoring Center

Puerto Rico Telephone Co.

P.O. Box 360998
San Juan, PR 00936-0998 [Region 02]
Contact: Mr. Jose Arroyo Davila, Esq., Vice President of Human Resources
(787) 793-8441 Type of Organization: Business
Program: Building the Family Friendly Workplace

Smith Kline Beecham

PO Box 11975 RD.
172 KM. 9.1 BO. Centenejas
Cidra, PR 00739-3870 [Region 02]
Contact: Mrs. Linda Rodriguez, E.E.O. Manager
( ) 250-3724 Type of Organization: Business
Program: Certificate in pharmaceutical manufacturing

(RI) Rhode Island

A.T. Cross Company

One Albion Road
Lincoln, RI 02805 [Region 01]
Contact: Mr. William T. Montone, Director
(401) 333-1200 Type of Organization: Business
Program: A special rate plan was introduced, allocated $100,000 for learning and development

Council 94/Local 2448

30 Burr Avenue
Barrington, RI 02806 [Region 01]
Contact: Ms. Linda Riendeau, President Local 2448, Exec. board member Council 94
(401) 277-3111 Type of Organization: Labor Union
Program: grants for women to attend conferences & we are developing training courses and a flex time policy has been established.

Kent County Memorial Hospital

455 Toll Gate Road
Warwick, RI 02886 [Region 01]
Contact: Ms. Deborah Casey, Employee Relations Manager
(401) 737-7000 Type of Organization: Business
Program: New benefit which provides 3 sick days per year to care for dependents

Naval Undersea Warfare Center (NUWC) Div. Newport

Naval Undersea Warfare Center Division, Newport
1176 Howell Street
Newport, RI 02841 [Region 01]
Contact: Ms. Susan Dence, Special Projects Manager
(401) 841-1721 Type of Organization: Govt. Research Lab
Program: Telecommuting Program

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New Careers for Women

CCRI Knight Campus
400 East Avenue
Warwick, RI 02886 [Region 01]

Contact: Ms. Roxanne Gomes, Program Coordinator
(401) 825-2300 Type of Organization: Non-profit

Program: New Careers for Women, is a program launched by the Community College of Rhode Island to provide services and encourage women to persue high wage non-traditional occupations.

Providence Gas Company

100 Weybosset Street
Providence, RI 02903 [Region 01]

Contact: Ms. Danielle Morrissey, Pricing Specialist
(401) 272-5040 Type of Organization: Business

Program: Work/Life Initiatives

SER - Jobs for Progress Inc.

421 Elmwood Avenue
Providence, RI 02907 [Region 01]

Contact: Ms. Dorothy McDonough, Employment Specialist
(401) 785-3190 Type of Organization: Non-profit

Program: New Options - assist in getting training & jobs in non-traditional careers (ex.telecommunications): Econotel Business Systems & SER Collaborated to develop a training program

State of Rhode Island Human Resources

One Capital Hill
Providence, RI 02991 [Region 01]

Contact: Ms. Beverly Dwyer, Human Resources Administrator
(401) 277-2200 Type of Organization: Gov't/Elected Official

Program: The Department of Administration pledges to increase awareness of women & issues pertaining to women in the workplace

United Parcel Services

150 Plan Way
Warwick, RI 02886 [Region 01]

Contact: Mr. Darren Dumas, Manager
(401) 736-1548 Type of Organization: Business

Program: To improve how women were recruited and retained into the company.

Women & Infants Hospital

101 Dudley Street
Providence, RI 02905 [Region 01]

Contact: Ms. Diane D'Errico, Director, Training & Employee Development
(401) 274-1100 Type of Organization: Non-profit

Program: Women & Infants Hospital Program including 1) Healthcare Admin. Roundtable 2) Summer Day Care & camp fair 3)career development center

(SC) South Carolina

Resource Bancshares Mortgage Group

7909 Parklane Road
Suite 150
Columbia, SC 29223 [Region 04]

Contact: Ms. Lauren M. Johnson, Employee Relations Manager - AVP
(803) 741-3556 Type of Organization: Business

Program: Retirement savings project; enhanced child care; establishment of a training department to move women to supervisory positions

(SD) South Dakota

Career Learning Center

1310 S. Main Avenue
Brookings, SD 57006 [Region 08]

Contact: Ms. DiAnn Kothe, New Horizons Program Coordinator
(605) 688-4370 Type of Organization: Non-profit

Program: New Horizons Training Program

Resource Center for Women

P.O. Box 41
Aberdeen, SD 57402 [Region 08]

Contact: Ms. Georgia Sandmeier, Executive Director
(605) 226-1212 Type of Organization: Non-profit

Program: Living skills in-service, AFDC placement center

Watertown Area Career Learning Center

P.O. Box 81
Watertown, SD 57201 [Region 08]
Contact: Mr. Robert Nygaard, Director
(605) 882-5080 Type of Organization: Non-profit
Program: Program has been in existence for 11 years. However in May 1995 a new project wasstarted to help women establish business or remain in business.

(TN) Tennessee

Highlander Center

1959 Highlander Way
New Market, TN 37820 [Region 04]
Contact: Ms. Joyce Dukes, Coordinator, Southern & Appalachian Leadership Training
(423) 933-3443 Type of Organization: Non-profit
Program: SOUTHERN AND APPALACHIAN LEADERSHIP TRAINING (SALT)

Sobieski, Messer and Associates

900 Gay Street
Suite 1801
Knoxville, TN 37902 [Region 04]
Contact: Ms. Wanda G. Sobieski, Senior Partner
(423) 546-7770 Type of Organization: Business
Program: Continuing Professional Education Allowance

(TX) Texas

Chinese Community Center

5855 Sovereign Drive
Houston, TX 77036 [Region 06]
Contact: Ms. Kim Szeto, Deputy Executive Director
(713) 271-6100 Type of Organization: Non-profit
Program: Project A:Planning for Your Retirement/Project B:Acculturation Program/Project C:Literacy & Job Preparation Program

City of Austin

P.O. Box 1088
Austin, TX 78767 [Region 06]
Contact: Ms. Linda A. Welsh, Coordinator- Early Chldhood Service
(512) 326-9210 Type of Organization: Gov't/Elected Official
Program: Increased child care voucher benefits; implemented the "Join Employer Support Parenting"; summer camp program on a sliding fee scale

Communities in Schools

1850 Grandstand Drive
San Antonio, TX 78238 [Region 06]
Contact: Ms. Magdalena Alvarado, Director of Programs
(210) 520-8440 Type of Organization: Non-profit
Program: After School Programs through San Antonio's Elementary Grade Schools

Coopers & Lybrand, L.L.P.

1999 Bryan Street
Suite 3000
Dallas, TX 75201 [Region 06]
Contact: Ms. Deb McDaniel, Human Resources Supervisor
(214) 754-5154 Type of Organization: Business
Program: The Women's Covenant

First Texas Council of Camp Fire

2700 Meacham Blvd.
Fort Worth, TX 76137-4699 [Region 06]
Contact: Ms. Sue Matkin, Assistant Executive Director
(817) 831-2111 Type of Organization: Non-profit
Program: Network Career Development System

Houston Community College System - Southwest College

9910 Cash Road
Stafford, TX 77477 [Region 06]
Contact: Ms. Martha Burr, Child Care Liaison
(713) 261-8492 Type of Organization: Non-profit
Program: CHERP - Children Homework EnRichment Program

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Lockheed Martin Tactical Aircraft Systems

P.O. Box 748
Fort Worth, TX 76101 [Region 06]

Contact: Ms. Sherry L. Stripling, Human Resources Specialist, Senior
(817) 763-3899 Type of Organization: Business

Program: Executive/Management through Growth Enhancement (EDGE)

Planned Behavioral Healthcare (pbhc)

9535 Forest Lane
Suite 110
Dallas, TX 75243 [Region 06]

Contact: Ms. Kim Berdinsky, HR Coordinator
(214) 680-0400 Type of Organization: Business

Program: Extended Sick Leave policy; Sick Childcare policy; Alternative Workplace Schedules; Paid Time Off (PTO); Childcare Assistance;

Security Service FCU

P.O. Box 27377
7327 Hwy. 90 West
San Antonio, TX 78227 [Region 06]

Contact: Ms. Myra Diaz, Vice President, Human Resources
Type of Organization: Business

Program: Incentive Programs; Training; Medical Benefits; FMLA Benefits

T3

1806 Rio Grande
Austin, TX 78703 [Region 06]

Contact: Ms. Gay Warren Gaddis, President, Melissa Jackson - Public Relations Director
(512) 499-8811 Type of Organization: Business

Program: T3 and under

Texas Agricultural Extension Service - TheTexas A & M Unvers

305 Agriculture Building
College Station, TX 77843-2251 [Region 06]

Contact: Ms. Nancy Granovsky, Professor & Extension Family Economics Specialist
(409) 845-3850 Type of Organization: educational

Program: Work-Family Issues Education - Balancing Work & Family Extension

Texas Instruments

7839 Churchill Way
M/S 3993
Dallas, TX 75251 [Region 06]

Contact: Ms. Betty K. Purkey, Manager, Work/Life Programs
(214) 917-7038 Type of Organization: Business

Program: Work/Life Strategy development and implementation.

Women's Business Issues Greater Dallas Chamber of Commerce

1201 Elm, Suite 2000
Dallas, TX 75270 [Region 06]

Contact: Ms. Sharon Venable, Vice President
(214) 746-6788 Type of Organization: Non-profit

Program: The Dallas Women's Covenant, an economic development compact signed by over 200 Dallas-area companies committing to increasing hiring and promotion of women and increasing spending with women-owned bu

(UT) Utah

Ogden-Weber Turning Point (OWATC)

559 E. Ave Lane
Ogden, UT 84404 [Region 08]

Contact: Ms. Ranee Johnson, Turning Point Coordinator
(801) 627-8322 Type of Organization: Non-profit

Program: Apprenticeship Fair

People Helping People

220 Ensign Vista Drive
Salt Lake City, UT 84103 [Region 08]

Contact: Ms. Susie Adams, Executive Director
(801) 596-2220 Type of Organization: Non-profit

Program: Mentoring; leadership program

Turning Point Snow College

325 W 100 N
Ephraim, UT 84627 [Region 08]
Contact: Ms. Jamee Wheelwright,
(801) 283-4021 Type of Organization: Non-profit
Program: "Find A Need and Fill it". This program was implemented in small communities to work with prospective employers to determine what they need and to place women in a position for a week free of charge

(VA) Virginia

American Physical Therapy Association

1111 N. Fairfax Street
Alexandria, VA 22314 [Region 03]
Contact: Ms. Donna Whitlock Stewart, Assistant Director, Human Resources
(703) 706-3148 Type of Organization: Non-profit
Program: Implemented part-time work schedule to assist employees with child care needs and elder care needs. In addition , a legal care plan and an on going series of professsional development seminars are ms

Office of Adult and Community Education

5775 Spindle Court
Centreville, VA 22020 [Region 03]
Contact: Ms. Bonita Moore, Director, Educational Counseling Services
(703) 227-2225 Type of Organization: Local School System
Program: Provision of partial benefits package to part-time and full-time employees of adult education program

Student Conservation Association

1800 N. Kent Street
Suite 1260
Arlington, VA 22209 [Region 03]
Contact: Ms. Nina S. Roberts, Assistant Director, CCDP
(703) 524-2441 Type of Organization: Non-profit
Program: All female crew

(VT) Vermont

Rutland Regional Medical Center

160 Allen Street
Rutland, VT 05701 [Region 01]
Contact: Ms. Nancy Brower, Employee Services Specialist
(802) 747-3665 Type of Organization: Non-profit
Program: Financial Mgmt Learning Sessions

(WA) Washington

148 First Street
Bremerton, WA 98337-1899 [Region 10]
Contact: Ms. Sally Buckingham, Director of Marketing
(360) 479-5600 Type of Organization: Business
Program: Improve awareness and implementation of family-friendly work place policies.

AFSCME AFL-CIO

2812 Martin Street
Bellingham, WA 98226 [Region 10]
Contact: Ms. Lois Clement, Staff Advisor to Women's Action Committee
(360) 671-4831 Type of Organization: Labor Union
Program: Women's Action Committee presents "A Workshop on Career Options"

Allied Signal Commercial Avionics

15001 NE 36th Street
Redmond, WA 98073-9701 [Region 10]
Contact: Ms. Michelle Purcell, Benefits Specialist
(206) 885-8799 Type of Organization: Business
Program: AlliedSignal work/life team

Battelle PNL

Battelle Boulevard
P.O. Box 999
Richland, WA 99352 [Region 10]
Contact: Ms. Peggy Bott, Human Resources
(509) 375-6523 Type of Organization: Business
Program: 1. Mentoring 2. On-site day care 3. employee assistance

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Bristol-Myers Squibb
309 210th Court, SE
Redmond, WA 98053 [Region 10]
Contact: Mr. Jerry Stenbakken, Regional Manager
(206) 392-3745 Type of Organization: Business
Program: Bristol -Myers Home Page which includes

City of Seattle
710 Second Avenue
Dexter Horton Building, 12th Floor
Seattle, WA 98104-1793 [Region 10]
Contact: Ms. Vicki Childs, Benefits Supervisor
(206) 684-7833 Type of Organization: Gov't/Elected Official
Program: Pediatric Home Care Program /Family Services Employee assistance Program

City of Tacoma
747 Market
Room 808
Tacoma, WA 98402 [Region 10]
Contact: Ms. Judie Fortier, Women's Right Division Coordinator
(206) 591-5161 Type of Organization: Gov't/Elected Official
Program: Domestic Violence Education

Columbia Industries
900 S. Dayton
P.O. Box 7346
Kennewick, WA 99336 [Region 10]
Contact: Ms. Becky Gauthier, Director of JET Services
(509) 582-4142 Type of Organization: Non-profit
Program: Non-Traditional Employment for Women (NEW)

Eddie Bauer
14450 NE 36th Street
Redmond, WA 98052 [Region 10]
Contact: Mr. Craig Boyes, Manager of Associate Benefits and Work/Life Quality
(206) 556-7582 Type of Organization: Business
Program: Work/Life Quality Committee

Ellisport Engineering, Inc.
20501 81st Avenue, SW
Vashon, WA 98070 [Region 10]
Contact: Ms. Joanne Dawson Kicinski, President
(206) 463-5311 Type of Organization: Business
Program: New "leave" policy

Goodale & Barbieri Companies
W. 201 N. River Drive
Suite 100
Spokane, WA 99026 [Region 10]
Contact: Ms. Vicki Foster, Sales Manager
(509) 358-8014 Type of Organization: Business
Program: G & B's ABC Employee Daycare Inc.

Immunex Corp.
51 University Street
Seattle, WA 98101 [Region 10]
Contact: Ms. Beth L. Fortmueller, Benefits Administrator
(206) 587-0430 Type of Organization: Business
Program: Employee assistance programs (EAP) and elder care referral; paid adoption leave; spousal equivalency in all benefits

KCTS Television
401 Mercer Street
Seattle, WA 98109 [Region 10]
Contact: Ms. Pamela J. Sampel, Director of Human Resources
(206) 443-6749 Type of Organization: Non-profit
Program: EAP implementation project - featuring child care referral, elder care referral, managing work/family balance issues

Life Skills/Women's Programs Inst. for Extended Learning
W 3305 Ft. George Wright Drive
Spokane, WA 99204 [Region 10]
Contact: Ms. Jan Polek, Gender Equity Program Manager
(509) 533-3756 Type of Organization:
Program: Life Skills/Women's Programs Institute for Extended Learning

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New Beginnings
3001 Ingram
Hoquiam, WA 98550 [Region 10]
Contact: Mr. Joseph Mazzara, Program Coordinator
(360) 533-9476 Type of Organization: Non-profit
Program: New Beginnings

NW Center for Equity & Diversity
EDCC, 20000 68th Avenue W.
Lynnwood, WA 98306 [Region 10]
Contact: Ms. Melissa Ponder, Training Coordinator
(206) 640-1065 Type of Organization: Non-profit
Program: Pacific Islander and Asian young women's resource gathering

Olympic College
1600 Chester Avenue
Bremerton, WA 98337 [Region 10]
Contact: Ms. Kathleen A. Dolan, Program Manager Women's Program
(360) 478-4798 Type of Organization: Media
Program: P.E. training to ensure women have upper body strength to help them qualify for non-traditional jobs that use physical ability tests.

Pierce College
9401 Farwest Drive, S.W.
Tacoma, WA 98498 [Region 10]
Contact: Dr. Thelma White, Executive Dean of Student Services
(206) 964-6500 Type of Organization: Non-profit
Program: Pierce College Women's Center

Project Family of Kitsap County
2528 Wheaton Way
Suite 104
Bremerton, WA 98310 [Region 10]
Contact: Ms. Judy Mayo Velasco, Director
(360) 373-3030 Type of Organization: Non-profit
Program: Take Time parent Education, phase two

Puget Sound Chapter, Coalition of Labor Union Women
6910 California S.W., #13
Seattle, WA 98136 [Region 10]
Contact: Ms. . Agostino, President
(206) 441-6507 Type of Organization:
Program: Northwest Trades Advocacy Network

Seattle Public Schools
815-4th Avenue, N.
M/S AA-157
Seattle, WA 98109 [Region 10]
Contact: Mr. Ricardo Cruz, Executive Director, Human Resources
(206) 298-7383 Type of Organization: Education
Program: EAP Workshops

The Boeing Company
P.O. Box 3707
M/S 3W-HM
Seattle, WA 98124-2207 [Region 10]
Contact: Ms. Toni McCullough, Program Administrator
(206) 657-9061 Type of Organization: Business
Program: Family Center for Boeing Employees

The Seattle Times
1120 John Street
PO Box 70
Seattle, WA 98111 [Region 10]
Contact: Ms. Laura J. Boyd, Compensation and Benefit Manager
(206) 464-2982 Type of Organization: Business
Program: Telecommuting for Returning to Work Mothers

Trout-Blue Chelan, Inc.
P.O. Box 669
Chelan, WA 98816 [Region 10]
Contact: Ms. Phyllis Gleasman, Personnel
(509) 682-2591 Type of Organization: Cooperative
Program: Apple-A-Day Kare - on-site day care for employees and farmers of the cooperative.

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Virginia Mason Medical Center

P.O. Box 900
X9-CC
Seattle, WA 98111 [Region 10]
Contact: Ms. Melinda Wells, Mgr. Work/Life Programs
(206) 583-6452 Type of Organization: Non-profit
Program: Implementing Child/Family and Adult/Elder Resoruce & Referral

WA Assoc. for the Education of Young Children

827 N. Central Avenue #106
Kent, WA 98032 [Region 10]
Contact: Mr. Marty Jacobs, Executive Director
(206) 854-2565 Type of Organization: Non-profit
Program: Initiated 403 retirement program for all empbyees. When financially feasible employer will contribute for each employee in addition to employee contributions.

Walker Richer & Quinn, Inc.

1500 Dexter Avenue North
Seattle, WA 98109 [Region 10]
Contact: Ms. Jan-Ie Low, Human Resources
(206) 217-7500 Type of Organization: Business
Program: Included a child and adult care benefit to EAP program; implemented a new retirement plan; implemented an ongoing stock option program; increased vacation time; added a paid holiday

Washington Kids Court

University of WA
Box 353060
Seattle, WA 98195 [Region 10]
Contact: Mr. Richard Brandon, Ph.D
(206) 685-7613 Type of Organization: University-based research cent
Program: Financing Quality Early Childhood Care and Education Think Tank

Washington Soldiers Home

P.O. Box 199
Orting, WA 98360 [Region 10]
Contact: Mr. Alfie Alvarado, Superintendent
(206) 840-6582 Type of Organization: Non-profit
Program: WA Soldiers Home Day Care Center

Washington State PTA

2003 65th Avenue West
Tacoma, WA 98466-7753 [Region 10]
Contact: Ms. Marcia Holland, Parent Involvement Director
(206) 565-2153 Type of Organization: Non-profit
Program: parent education seminars

Western States Operating Engineers Institute of Training

2110 N. Francher Way
Spokane, WA 99212 [Region 10]
Contact: Mr. Danny Thiemens, Training Director
(509) 534-5044 Type of Organization: Labor Union
Program: Apprenticeship & Training

Weyerhaeuser Company

CH 2L34
Tacoma, WA 98477 [Region 10]
Contact: Ms. Kim Johnson, Work/Life Administrator
(206) 924-4205 Type of Organization: Business
Program: Develop guidelines for teleworking and flexible schedules

Women's Program, Highline Community College

2400 S. 240th Place
P.O. Box 98000, M.S.
Des Moines, WA 98198-9800 [Region 10]
Contact: Ms. Patricia Flores, Information and ESL Coordinator
(206) 878-3710 3340 Type of Organization: Community College Women's Prgm
Program: The Employment Link From Poverty to College to Work.

Yakima Valley Memorial Hospital

2811 Treton Drive
Yakima, WA 98902 [Region 10]
Contact: Ms. Patty Urlacher, Child Care Director
(509) 575-8288 Type of Organization: Non-profit
Program: School aged summer and holiday child care

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Yakima Valley Memorial Hospital, Women's Health Center

2811 Treton Drive
Yakima, WA 98902 [Region 10]
Contact: Ms. Jennifer Tate, Director
(509) 575-8484 Type of Organization: Non-profit
Program: Career dynamics for women 96; Summer & holiday child care

YWCA of Seattle King County - Snohomish County

1118 Fifth Avenue
Seattle, WA 98101 [Region 10]
Contact: Ms. Lynn Perry, Human Resources Director
(206) 461-4461 Type of Organization: Business
Program: Inclusion of Domestic Partners for Employee Benefits

YWCA of Yakima

15 N. Naches Avenue
Yakima, WA 98901 [Region 10]
Contact: Ms. Patty Dion, Executive Director
(509) 248-7796 Type of Organization: Non-profit
Program: Child Link - a program providing monitored visitation with the non-custodial parent, Take Our Daughters to Work - a day spent mentoring girls in the work place

(WI) Wisconsin

A Fund for Women

Madison Community Foundation
P.O. Box 71
Madison, WI 53701 [Region 05]
Contact: Ms. Susan Buzby, Coordinator
(608) 255-0503 Type of Organization: Non-profit
Program: Employment Options, Inc. Revolving

GE Medical Systems

PO Box 414, W-690
Milwaukee, WI 53201-0414 [Region 05]
Contact: Ms. Nancy Roush, Work/Life Coordinator
(414) 548-4850 Type of Organization: Business
Program: 1) alternative work schedules- Mar 95 2) work/life coordinator-6/95

Quad/Graphics, Inc.

W224 N3322 Duplainbille Road
Pewaukee, WI 53072-4195 [Region 05]
Contact: Ms. Amy Neuenfeldt, Marketing & Communications
(414) 246-2951 Type of Organization: Business
Program: Convenant/Graphic Fam Ctr; Wrk & Wheels; Nontraditional Mentor

(WV) West Virginia

District 1199/SEIU

1323 8th Avenue
Huntington, WV 25701 [Region 03]
Contact: Ms. Teresa Ball, Area Director WV/KY
(304) 522-2871 Type of Organization: Labor Union
Program: District 1199/SEIU West Virginia Nursing Home Workers Dignity, Rights, & Respect Campaign

West Virginia Women's Commission

1900 Kanawha Boulevard, East
Building 6, Room 637, Capitol Complex
Charleston, WV 25305 [Region 03]
Contact: Ms. Adrienne Worthy, Executive Director
(304) 558-0070 Type of Organization: Gov't/Elected Official
Program: Governor's Child Care Iniative

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(WY) Wyoming

Gerald T. Stack & Associates, CPA's, PC

123 W. 1 Street, Suite 400-30
Casper, WY 82601 [Region 08]
Contact: Ms. Karen Wulff, CPA, Supervisor
(307) 264-3400 Type of Organization: Business
Program: Quality of Life comes first

WWCC Vocational Women's Support & Training Program

P.O. Box 428
2500 College Drive
Rock Springs, WY 82902-0428 [Region 08]
Contact: Ms. Tiffany Sauer, Program Coordinator
(307) 382-1828 Type of Organization: Community College
Program: Provide services to women studying for nontraditional career

Wyoming Society of CPA's - Family Issues Committee

123 W. 1st
Suite 400-30
Casper, WY 82601 [Region 08]
Contact: Ms. Karen Wulff, Chair
(307) 265-3400 Type of Organization: Non-profit
Program: Alternative Work Schedule Packet

PARTNERS FOR CHANGE

(CA) California

Blue Point Books
P.O. Box 91347
Santa Barbara, CA 93190 [Region 09]
Contact: Ms. Cathy Feldman, Editor/Publisher
(805) 965-2635 Type of Organization: Business
Program: Working Together, WT-L Mailing List/Working Together, Question of the Work

Career Directions
215 Witham Road
Encinitas, CA 92024 [Region 09]
Contact: Ms. Virginia Byrd, Work/Life Specialist, Career Management
(619) 436-3994 Type of Organization: Business
Program: Designed a workshop entitled, 'Work/life -- Managing Career, Family, and the Bottom Line" for the California Career Conference '95

Center for Work & The Family
910 Tolare Avenue
Berkeley, CA 94707 [Region 09]
Contact: Ms. Leah Potts Fisher, Co-Director
(510) 527-0107 Type of Organization: Business
Program: Work/Family professional study group

O'Hara - Horowitz Productions
900 Welch Road
Suite 210
Palo Alto, CA 94304 [Region 09]
Contact: Ms. Shawnee Saas, Special Assistant to Larry Horowitz
(415) 322-9966 Type of Organization: Media
Program: Producing a movie for tv that shows the importance of the FMLA, also will produce a public service announcement for FMLA.

Pro-Conscience Women's Equity Mutual Fund
850 Montgomery Street
Suite 100
San Francisco, CA 94133 [Region 09]
Contact: Ms. Linda C.Y. Pei, President
(415) 296-9135 Type of Organization: Business
Program: Women's Equity Mutual Fund

San Diego Work and Family Coalition
P.O. Box 27266
San Diego, CA 92198-1266 [Region 09]
Contact: Ms. Virginia Byrd, Board Member, Work/Life Specialist
(619) 521-3055 Type of Organization: Non-profit
Program: Awards Luncheon for LeaderS in Work/Life Policies

YWCA Career Center
375 So. Third Street
San Jose, CA 95112 [Region 09]
Contact: Ms. Laurie Terrat,
(408) 295-4011 Type of Organization: Non-profit
Program: Compiled names, addresses, phone #'s of participants at Anniversary Celebration and sent out to participants so that we could continue networking.

(CO) Colorado

Colorado Coalition for Women's History
P.O. Box 532
1200 Madison Street
Denver, CO 80206 [Region 08]
Contact: Ms. Mary Jo Wagner, PhD, Conference Co-Chair
(303) 399-4422 Type of Organization: Non-profit
Program: Working Women Count Training Program

Colorado Women's Agenda
1420 Ogden Street
Garden Level
Denver, CO 80218 [Region 08]
Contact: Ms. Ruth Apointe, President
(303) 863-7338 Type of Organization: Non-profit
Program: August 1995 Kicked off broad-based Child care Campaign

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(CT) Connecticut

CT Permanent Commission on the Status of Women

18-20 Trinity Street
Hartford, CT 06106 [Region 01]

Contact: Ms. Susan Hoover, Special Projects Director
(860) 240-8300 Type of Organization: state agency

Program: a series of policy discussion breakfasts regarding workplace issues affecting women

(HI) Hawaii

Honolulu County Committee on the Status of Women

715 S. King Street
Honolulu, HI 96813 [Region 09]

Contact: Ms. Patti Cook, Planner and Liaison to the HCCSW Dept. of Human Res.
(808) 523-4073 Type of Organization: Gov't/Elected Official

Program: The HCCSW held a symposium for wom of the City & County of Honolulu focusing on need to be financially independent through starting ones own business, changing careers and achieving financial idepence

Office of the State Director for Vocational Education

1221 Kapiolani Boulevard
Suite 220
Honolulu, HI 96814 [Region 09]

Contact: Ms. Barbara Tavares, Vocational Sex Equity Administrator
(808) 956-6115 Type of Organization: Gov't/Elected Official

Program: Working Women Count - Hawaii

(IN) Indiana

Indiana Commission for Women

1701 West 18th Street
Indianapolis, IN 46202 [Region 05]

Contact: Ms. Joanne M. Sanders, Chair, Coalition to Establish a Statutory Commission for Wom
(317) 632-9147 Type of Organization: Gov't/Elected Official

Program: Establish a permanent Commission for Women through legislation.

(KS) Kansas

YWCA, Topeka, KS

225 S.W. 12th
Topeka, KS 66612 [Region 07]

Contact: Ms. Kay Coles, Executive Director
(913) 233-1750 Type of Organization: Non-profit

Program: Unnamed

(MA) Massachusetts

Gerontology Institute University of Mass. Boston

100 Morrissey Blvd.
Boston, MA 02125 [Region 01]

Contact: Ms. Ellen A. Bruce, Director, Public Policy Division
(617) 287-7300 Type of Organization: Unknown

Program:

Women Unlimited Magazine

603 Summer Avenue
Springfield, MA 01108 [Region 01]

Contact: Ms. Alice Stelzer, Publisher
(413) 733-1231 Type of Organization: Business

Program: Women Unlimited Magazine

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(ND) North Dakota

Holt & Associates

204 No. 4th Street
Bismarck, ND 58501 [Region 08]
Contact: Ms. Tara Holt, Owner
(701) 258-2251 Type of Organization: Business
Program: Mentor to young entrepreneurs

(NE) Nebraska

NE Commission on the Status of Women

P.O. BOX 94985
301 Centennial Mall South
Lincoln, NE 68509 [Region 07]
Contact: Ms. Kristen Gordon, Public Information Officer
(402) 471-2039 Type of Organization: State Agency
Program: Working Women Count Honor Roll - Get the Word Out

(NJ) New Jersey

American Association of University Women - NJ

12 Whittier Drive
Mount Holly, NJ 08060 [Region 02]
Contact: Ms. Dianne McKay, President
(609) 267-1888 Type of Organization: Non-profit
Program: Outreach of inform members about the WWC Honor Roll and encourage participation

Bureau of Gender Equity, NJ Dept. of Education

CN500 Capital Plaza
Trenton, NJ 08625 [Region 02]
Contact: Dr. Patricia Mitchell, Gender Equity Coordinator
(609) 984-5909 Type of Organization: Gov't/Elected Official
Program: Honor Roll Partner for Change

Career Development and Life Counseling Center, Bergen Tech H

280 Hackensack Avenue
Hackensack, NJ 07601 [Region 02]
Contact: Ms. Diane Scarangella, Prog Dev/Grantswriter
(201) 343-6000 Type of Organization: School
Program: Distributed Working WOmen Count at the Women and Technical Workforce Conf. on 10/26/95

IWD-Nj Celebration

131 Woodbridge Avenue
Metuchen, NJ 08840-2030 [Region 02]
Contact: Ms. Shelley Jacobs Mintz, IWD-NJ Coordinator
(908) 549-5781 Type of Organization: Non-Profit Collaborative effot
Program: International Women's Day Celebration

Monmouth County Division on the Status of Women

P.O. Box 3000
Freehold, NJ 07728 [Region 02]
Contact: Ms. Elaine Valentino, Director
(908) 577-6681 Type of Organization: Non-profit
Program:

Women's Rights Information Center

108 W. Palisade Avenue
Englewood, NJ 07631 [Region 02]
Contact: Ms. Joan Grzenda, Center Manager
(201) 568-1166 Type of Organization: Non-profit
Program: Honor Roll Partner

(NY) New York

Enterprising Women's Leadership Institute

P.O. Box 273
Delmar, NY 12054 [Region 02]
Contact: Dr. Marilyn McCall Wiles, Executive Director
(518) 465-5579 Type of Organization: Non-profit
Program:

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Global Alliance for Women

823 U.N. Plaza, Suite 712
7th floor
New York, NY 10017 [Region 02]
Contact: Dr. Elaine Wolfson, President
(212) 286-0424 Type of Organization: CBO - NGO Affiliate to U.N.
Program:

Nassau County, Office of Women's Services

250 Fulton Avenue
Hempstead, NY 11550 [Region 02]
Contact: Ms. Geraldine Linton, Director
(516) 572-0910 Type of Organization: County Women's Center
Program: Reaching out to the community

Queens Women's Center

12055 Queens Blvd.
Room 209
Kew Gardens, NY 11424 [Region 02]
Contact: Mr. Ann Juliano Jawin, Chair, Board of Directors
(718) 793-0672 Type of Organization: Non-profit
Program: Outreach to employers "Working World of Women"

The Queens Women's Network

161-10 Jamarco Avenue
Jamaica, NY 11432 [Region 02]
Contact: Ms. Irene Navero Hammel, Executive Director
(718) 657-6200 Type of Organization: Non-profit
Program: Will distribute Working Women Count! at a constituent breakfast on 4/23/96.

Women's Center for Education and Career Development

45 John Street
New York, NY 10038 [Region 02]
Contact: Ms. Merble Reagon, Executive Director
(212) 964-8 Type of Organization: Non-profit
Program: Honor Roll Outreach

Women's National Book Association , New York Chapter

160 Fifth Avenue
New York, NY 10010 [Region 02]
Contact: Ms. Susan Joseph,
(212) 675-78 0 4 - Type of Organization: Non-profit
Program:

(OR) Oregon

OR Health Division, Children & Family Health

800 NE Oregon Street
Suite 850
Portland, OR 97232 [Region 10]
Contact: Ms. May Aycrigg, Health Specialist Educator
(503) 731-4409 Type of Organization: Gov't/Elected Official
Program: Second Annual Women's Health Conference (May 10, 1996)

Oregon Tradeswomen Network

P.O Box 86620
Portland, OR 97286 [Region 10]
Contact: Ms. Connie Ashbrook, Co-coordinator
(503) 777-5167 Type of Organization: Non-profit
Program: Take Your Daughter to work

(PR) Puerto Rico

DEPARTMENT OF LABOR

505 Munoz Rivera Avenue
Rio Piedras, PR 00918 [Region 02]
Contact: Ms. Carmen O. McCulloch, Assistant Secretary for Human Resources
(787) 754-2130 Type of Organization: Unknown
Program: Labor Reform Act - "Flexitime Bill"

Federacion de Muncipios-Puertlo Rico

Ave. Arterial Hostos
Suite 805
Hato Ray, PR 00918 [Region 02]
Contact: Ms. Dorilinda Ramirez, Counselor
(809) 281-0888 Type of Organization: Non-profit
Program: Educational forum and distribution

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

(VT) Vermont

Governor's Commission on Women

126 State Street
Drawer 33
Montpelier, VT 05633-6801 [Region 01]

Contact: Ms. Sara Lee, Execitive Director
(802) 828-2851 Type of Organization: Gov't/Elected Official

Program: Women and Money Seminar Series

(WA) Washington

National Council of Jewish Women, Seattle Section

1011 Boren Avenue, Box 804
Seattle, WA 98104 [Region 10]

Contact: Ms. Sandra Kraus, President
(206) 323-9349 Type of Organization: Non-profit

Program: options for the 90's

Seattle Women's Commission

700 Third Avenue, #220
Seattle, WA 98104-1809 [Region 10]

Contact: Ms. Judith Lonnquist, Co-Chair
(000) 684-0390 Type of Organization: Unknown

Program: Project 2000, to advance the economic and social equity of women in Seattle

Veterans Employment Center

Bldg. #5225
MS-74
Fort Lewis, WA 98433-5000 [Region 10]

Contact: Ms. Paula Henderson, Program Specialist
(206) 967-2790 Type of Organization: State Govt.

Program: Veterans Employment and Training Services Network/Mtg

Work and Family Strategies

4333 Sunnyside Avenue North
Seattle, WA 98103 [Region 10]

Contact: Ms. Susan Canfield, Owner
(208) 633-2516 Type of Organization: Business

Program: Encouraged snohomish County to make a pledge, Writing and speaking on family friendly, workplaces

Valuing Women's Work

Building the Family Friendly Workplace

Improving Pay and Benefits